

## **Policy: 5.53**

### **ADA/ADAA Compliance**

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#### **Purpose**

To comply with federal and state laws concerning employment of persons with disabilities and act in accordance with regulations and guidance issued by the American with Disabilities Act (ADA) and Americans with Disabilities Amendments Act (ADAA).

#### **Definition**

Disability - A physical or mental impairment that substantially limits one or more major life activities of the individual, a record of such an impairment, or being regarded as having such an impairment.

#### **Policy Statement**

KCKCC is committed to maintaining an inclusive work environment and prohibits discrimination against an individual with a qualified disability. KCKCC is also committed to not discriminating against any qualified employee(s) or applicant(s) because they are related to, or associated with, a person with a disability.

#### Employment

KCKCC does not discriminate against qualified individuals with disabilities in all employment related activities such as job application procedures, hiring, promotions, discharge, compensation, and other terms and conditions of employment.

#### Reasonable Workplace Accommodation

KCKCC makes every effort to assist applicants and employees who request a reasonable accommodation. Any individual who has been diagnosed with, has a history of medical care for, or is known to have a qualified disability may request a reasonable accommodation to perform the essential functions of the job.

KCKCC will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation or if the accommodation creates an undue hardship to KCKCC.

For information on ADA Compliance, employees should contact the Human Resources Department.

Board Approved: 02/15/2022