

**CLOVIS UNIFIED
SCHOOL DISTRICT**

PERSONNEL

General

REASONABLE ACCOMMODATION

PURPOSE: To establish a policy to ensure that job applicants and employees are not discriminated against on the basis of disability.

The Board recognizes the District's ongoing duty to prohibit discrimination against job applicants and employees on the basis of disability, in accordance with state and federal law. Accordingly, the Board directs the Superintendent or designee to develop administrative regulations and internal procedures to engage employees in an interactive dialogue and to reasonably accommodate otherwise qualified employees and job applicants with known disabilities, except when such accommodation would cause an undue hardship, endanger an employee's or applicant's health or safety, or endanger the health or safety of others even with reasonable accommodation.

No employee or job applicant who requests an accommodation for his/her physical or mental disability shall be subjected to discrimination or retaliation. (Government Code 12940)

The Board's intent in adopting this policy is to meet all requirements of applicable law. Nothing in this policy or the accompanying administrative regulations or other documents or procedures is intended to deprive an employee or job applicant of any right otherwise conferred by law, as the applicable law may change from time-to-time. In addition, nothing in this policy is intended to create, on behalf of any employee or job applicant, a right or privilege that exceeds a right otherwise provided under applicable law.

If a conflict between applicable law and the District's policies, regulations, or other documents or procedures exists, the applicable law shall control.

Adopted: 08/11/2010

Amended: 10/21/2020 (BP 6319 renumbered as BP 4032)

CIVIL CODE

51 Unruh Civil Rights Act

GOVERNMENT CODE

12900-12996 Fair Employment and Housing Act

UNITED STATES CODE, TITLE 29

701-794e Vocational Rehabilitation Act

UNITED STATES CODE, TITLE 42

2000ff-2000ff-11 Genetic Information Nondiscrimination Act of 2008

12101-12213 Americans with Disabilities Act

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CODE OF FEDERAL REGULATIONS, TITLE 28
35.101-35.190 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 29
1630.2 Direct threat

Doc# 42327-6 (08/2020, None)