



MASON COUNTY FIRE DISTRICT #4

TITLE: DISABILITY ACCOMMODATION

CHAPTER: 2000 NUMBER: 2110 APPROVED: 10-07-2008

APPROVED: Signature on file Bob Burbridge, Chief

Policy

The Fire District will provide reasonable accommodation to enable a qualified applicant to perform the essential functions of the job which he/she is seeking, and to enable a qualified employee with a disability to perform the essential functions of a job currently held.

Modifications or adjustments may be required in the work environment, in the manner or circumstances in which the job is customarily performed, or in employment policies. The Fire District's goal is to allow an employee with a disability to enjoy the benefits and privileges of employment, equal to those enjoyed by similarly situated employees without disabilities.

The Fire District will not be able to make an accommodation that would impose an undue hardship on the operation of the business. Each accommodation request will be handled on a case-by-case basis, and every effort will be made to comply with the federal and state laws regarding disability accommodations.

Purpose

To establish guidelines and process for determining the feasibility of providing reasonable accommodations to the workplace environment for qualified employees or job applicants with disabilities.

Definitions

Disability. A physical or mental impairment that substantially limits or impairs one or more major life activities.

Major Life Activities. Hearing, seeing, speaking, breathing, performing manual tasks, walking, and caring for oneself, learning or working.

Qualified Individual With a Disability. A person with a disability who satisfies the job requirements for educational background, employment experience, skills, licenses, and any other qualification standards that are job related; and who is able to perform those tasks that are essential to the job, with or without reasonable accommodation.



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Accommodation. Accommodation is any change or adjustment to a job or work environment that allows a qualified person with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities.

Reasonable Accommodation. An accommodation of a disability that does not create undue hardship upon the Fire District.

Undue Hardship. Undue hardship means that the contemplated accommodation would require significant difficulty or expense on the part of the Fire District.

Procedures

Qualified individuals with disabilities may make requests for reasonable accommodation to their immediate supervisor. On receipt of an accommodation request, an appropriate Fire District representative will meet with the requesting individual to discuss and identify the precise limitations resulting from the disability and the potential accommodation that Fire District might make to help overcome those limitations.