

Americans with Disabilities

The Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008 prohibit discrimination against qualified individuals who have a disability, a record of having a disability or are regarded as having a disability that substantially limits one or more major life activities or bodily functions.

It is the policy of the City that no individual will be denied any employment opportunity or be discriminated against on the basis of actual or alleged disability with respect to any term, condition, or other aspect of employment and related employment services and programs.

The City will seek to reasonably accommodate individuals to allow them to fairly apply for employment, engage in employment related services and programs, and enable qualified individuals with a disability to perform the essential functions of the position held or desired.

Any qualified disabled individual requiring an accommodation should immediately contact the appropriate Department Director or the HR Division Director to discuss the accommodation needed. The City may elect to engage in an interactive process of determining a reasonable accommodation; although individuals merely regarded as having a disability will not be entitled to a reasonable accommodation. In all instances, the kind of reasonable accommodation offered will be ultimately determined by the City.

Furthermore, the City will not condone harassment in the workplace on the basis of an individual's actual or perceived disability; conduct of this nature is strictly prohibited, as is any individual being retaliated against for seeking a reasonable accommodation or reporting a violation of the City's Americans with Disabilities policy. City employees engaging in such harassment or retaliation will be subject to severe discipline measures up to and including termination of employment.