

Sussex County Community College
Policy No.: 200.44
Area: Human Resources
Adopted: 1/24/17

200.44 Reasonable Accommodation Policy

PURPOSE OF POLICY

To ensure that Sussex County Community College (“College”) complies with all federal and state laws governing the employment of individuals with disabilities and/or pregnant employees who require reasonable work related accommodations.

GENERAL STATEMENT OF REASONABLE ACCOMMODATION POLICY

The College will provide reasonable accommodations to employees and prospective employees with disabilities in order for these individuals to be able to perform the essential job functions of the position as required by Federal and State law. The determination of reasonable accommodations shall be made in accordance with the provisions of law.

Failure to reasonably accommodate employees and potential employees in accordance with the provisions of law shall be considered a violation of this College policy.