

Sussex County Community College
Policy No.: 200.44
Area: Human Resources
Adopted: January 24, 2017
Revised & Re-adopted: November 24, 2020

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 qualified applicants with disabilities to ensure these individuals can perform or continue to perform their essential job functions and responsibilities, unless doing so would impose an undue hardship. 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.