



CENTRALIA SCHOOL DISTRICT BOARD POLICY #5014 REASONABLE ACCOMMODATIONS

Reasonable Accommodations

As required by Title I of the Americans with Disabilities Act of 1990, the district will provide reasonable accommodations to qualified individuals with disabilities who are employees, except when such accommodation would cause an undue hardship to the District. An accommodation is defined for the purpose of this policy and accompanying procedures as any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities. A reasonable accommodation for the purpose of this policy and accompanying procedures will be fall into one or more of the following two categories:

- a) modifications or adjustments to the work environment, or to the manner or circumstances under which the position held is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that positions; and/or
- b) modification or adjustments that enable an employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

A modification or adjustment will be considered reasonable if it appears feasible or plausible to the District.

Undue Hardship

Undue hardship is defined for the purpose of this policy and accompanying procedures as a significant difficulty or expense as it relates to the resources and circumstances of providing an accommodation to an employee with a disability. Undue hardship refers not only to the financial difficulty, but to reasonable accommodations that are unduly extensive, substantial, or disruptive, or those that would fundamentally alter the nature or operation of the business. The District will assess on a case-by-case basis whether a particular reasonable accommodation would cause undue hardship.

The District will create procedures for providing reasonable accommodations to employees. This policy and procedure are intended to implement and will be construed consistently with state and federal laws related to employees with disabilities, and will not be interpreted to add to nor detract from the District's responsibilities under such laws.