
**Board of Trustees
Douglas County School District****PERSONNEL****EMPLOYMENT DISABILITIES**

It is Douglas County School District policy to comply proactively with the applicable employment provisions of disability laws, including, without limitation, the Americans with Disabilities Act (ADA) and Nevada Law. The District does not tolerate discrimination against any qualified individual with a disability in regard to any terms, conditions, or privileges of employment and prohibits any type of harassment or discrimination based on the physical or mental impairment, history of impairment, or perceived impairment of an individual holding or seeking employment with the District.

Douglas County School District is committed to provide reasonable accommodation wherever the need for such is known to the District or when the applicant or employee indicates a need for reasonable accommodation, provided that the individual is otherwise qualified to perform the essential functions of the assigned job and the employee's performance of the assigned job duties does not pose an obvious threat to the safety of oneself or others.

Adopted: 3/20/2023