

# Policies

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## Westerly Public Schools Requesting Workplace Accommodation

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Westerly Public Schools values, and has an institutional commitment to provide, equal employment opportunities for qualified employees with disabilities in accordance with state and federal laws and regulations, the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973 (Section 504). These are federal laws that require employers with 15 or more employees to provide reasonable accommodations to applicants and employees with disabilities who are qualified for a job, so that they may perform the essential job duties of the position.

It is the policy of Westerly Public Schools to comply with all federal and state laws concerning the employment of persons with disabilities and act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Furthermore, it is our company policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

When an applicant with a disability is requesting accommodation and can be reasonably accommodated without creating an undue hardship or causing a direct threat to workplace safety, he or she will be given the same consideration for employment as any other applicant. Applicants who pose a direct threat to the health, safety and well-being of themselves or others in the workplace when the threat cannot be eliminated by reasonable accommodation will not be hired.

Westerly Public Schools will reasonably accommodate qualified employees with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to Westerly Public Schools.

See also **Westerly Public Schools Protocols and Procedures**.

Adopted: November 2, 2005  
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