

This district will not discriminate against employees and/or candidates for employment on the basis of a disability. All employees must be able to perform the essential functions of the position for which they are employed. In the event an employee believes that reasonable accommodations are necessary, he or she must submit the request in writing to the superintendent or designee. In considering the requested accommodation, the district may require that the employee submit medical and/or other information to substantiate the request and may require that the employee undergo an independent medical examination. The district may deny a request for an accommodation if it is unreasonable and/or it poses an undue hardship on the district.

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**LEGAL REFERENCE:**

Section 504 of the 1973 Rehabilitation Act  
The Americans with Disabilities Act

ADOPTED: 11/13/06

AMENDED: