

Sierra College

ADMINISTRATIVE PROCEDURE

AP 7348

Accommodations

Date Adopted: 4/5/2019

Date Revised:

Date Reviewed:

References: 29 U.S. Code Section 207®; 42 U.S. Code Section 12101 et seq.; 42 U.S. Code Sections 2000e et seq., 29 code of Federal Regulations Parts 1605.1 et seq., Government Code Sections 12926, 12940, and 12945; Labor Code Section 230 and 1030 et seq.; Title 2 Sections 11040 et seq., 11050, et seq., and 11060 et seq.

Absent undue hardship or direct threats to the health and safety of employee(s), the District provides employment-related reasonable accommodations to:

- Qualified individuals with disabilities, both applicants and employees, to enable them to perform essential job functions;
- Employees with conditions related to pregnancy, childbirth, lactation, or a related medical condition, if they so request, and with the advice of their health care provider;
- Employee victims of domestic violence, sexual assault, or stalking to promote the safety of the employee victim while at work; and
- Employees who request reasonable accommodation to address a conflict between religious belief or observance and any employment requirement.