



Title of Policy: REASONABLE ACCOMMODATIONS

Policy (check one): New ____ Revised X

Applies to (check all that apply):

Faculty X Staff X Students ____

Division/Department ____ College X

Purpose:

Baltimore City Community College is committed to the fair and equal employment of people with disabilities to ensure equal access to all college opportunities and services.

Policy Statement:

It is the policy of the Baltimore City Community College to provide reasonable accommodations, as required by the Americans with Disability Act, Amended Act (ADAAA) and other applicable federal and state regulations, to ensure equal access to employment opportunities for qualified individuals with a disability. Disability is defined as a physical or mental impairment that substantially limits one or more of the major life activities of an individual; a record of such impairment; or being regarded as having such impairment. Reasonable accommodations are reasonable changes in the work environment or how duties are performed for qualified individuals with a disability which the College will implement unless doing so would present an undue hardship to the college. Undue hardships include accommodations that are unduly costly and/or those which fundamentally alter the nature or operation of the college.

Originator/Division: Finance and Administration/Human Resources.

Implementation Date(s): April 4, 2012; March 14, 2024

Board of Trustees Approval Date(s): April 4, 2012; March 14, 2024

****This policy once approved by the Board of Trustees supersedes all other policies.***