



Policy No: 2015

**Title of Policy:** Reasonable Accommodations

**Policy (check one):** New  X  Revised \_\_\_\_\_ Reformatted \_\_\_\_\_

**Applies to (check all that apply):**

Faculty  X  Staff  X  Students \_\_\_\_\_

Division/Department  X  College  X

**Topic/Issue:**

This policy is to established compliance with the reasonable accommodation requirements and the ADA Amendments Act.

**Background to Issue/Rationale for Policy:**

Baltimore City Community College is committed to the fair and equal employment of people with disabilities.

**State/Federal Regulatory Requirements (cite if applicable):**

Title I of the Americans with Disabilities Act (ADA) of 1990, as amended, 42 U.S.C.12102, et seq.

Section 505 of the Rehabilitation Act of 1973 as amended, Title 34 C.F.R. Section 104.12.

Executive Order 01.01.207.15 Code of Fair Employment Practices.

Annotated Code of Maryland State Personnel and Pension Article, Title 5.

Annotated Code of Maryland, Article 49B 14, 15, 16.

**Policy Language:**

It is the policy of Baltimore City Community College to provide disabled job candidates and employees who meet the job requirements of the position, with reasonable accommodations, as required by the Americans with Disability Act (ADA) as amended. Disability is defined as a physical or mental impairment that substantially limits one or more of the major life activities of an individual. Only individuals who have a documented disability, or are regarded as having such, are entitled to reasonable accommodations.

**Proposed Implementation Date:** Upon Board Approval

**Proposed by:** Executive Director- Human Resources  
Vice President/Senior Staff Member

**Approved by the Board of Trustees:** April 24, 2012

**Originator/Division:** Human Resources/Office of the President

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