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1.0 Reasonable Accommodations and the Interactive Process

- 1.1 To comply with the applicable laws ensuring equal employment opportunities to qualified individuals with disabilities, the Los Rios Community College District/Colleges will make reasonable accommodations for the known physical and mental limitations of an otherwise qualified individual with a disability who is an applicant or employee unless undue hardship would result. As part of this process, the District/College will engage in a timely and good faith interactive process with the applicant or employee concerning this subject.
- 1.2 Any applicant for employment or employee who requires an accommodation in order to participate in the application process, or to perform the essential functions of their job should contact the District via Human Resources or College Equity Officer or a College Vice President to request such an accommodation.
- 1.3 Any individual with a disability should specify what life activities and essential job functions are limited by their disability when requesting an accommodation. Medical certification regarding the disability may be required.
- 1.4 The District/College Equity Officer will make the final determination as to any accommodation that will be provided.

LRCCD

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