

Easterseals Colorado – Americans with Disability Act Policy

The Americans with Disability Act (ADA) is a federal law that prohibits employers with 15 or more employees from discriminating against applicants and employees with disabilities. It also requires employers to provide reasonable accommodation(s) to applicants and employees who are qualified for a job, with or without reasonable accommodation(s), so that they may perform the essential job functions of the position.

Easterseals Colorado complies with all applicable laws concerning the employment of individuals with disabilities and acts in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Easterseals Colorado does not discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, fringe benefits, training or other terms, conditions and privileges of employment.

When a job applicant with a disability requests accommodation that can be reasonably provided without causing an undue hardship or causing a workplace safety risk, he or she will be given the same consideration for employment as any other applicant.

Easterseals Colorado will reasonably accommodate qualified individuals (candidates and employees) with disabilities so that they can perform the essential functions of a job, unless the requested accommodation(s) result in a direct threat to the safety or well-being of the individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation.

In addition, when applicants, participants, members of the public, and companions with a disability request accommodation that can be reasonably provided without causing an undue hardship or causing a service site safety risk Easterseals Colorado:

- Will give primary consideration to the individuals with disabilities request and take appropriate steps to ensure that communications are as effective as communications with others;
- Determination of effective communication methods is based on consultation with the person with a disability and will take into account all relevant facts and circumstances;
- Will not deny qualified individuals access to programs, services, benefits, or opportunities to participate as a result of physical barriers;
- Will have a communication plan, including website information, that includes options for hearing and sight-impaired individuals;
- Will provide options for intake forms and other vital documents/processes to be accessible;
- Will follow the grievance/complaint procedure for Title VI compliance;
- Will provide, as needed, sign language interpretation, braille translation, large print, TDD (telecommunications device for the deaf) services, and assisted listening devices for any customer/client;
- Will maintain staff training, competency, and manual regarding policies and procedures for effective communication;
- Will maintain wheelchair accessibility to receive services; and
- Will ensure all restrooms be ADA accessible.

Individuals who are currently using illegal drugs are excluded from coverage under the company ADA policy.

The Human Resources department is responsible for implementing this policy, including the resolution of reasonable accommodation, safety, direct threat and undue hardship issues.