
Butte County Mosquito and Vector Control District

POLICY MANUAL

POLICY TITLE: Disability Accommodations

POLICY NUMBER: 7145

7145.1 The District provides reasonable accommodations for qualifying disabled employees in accordance with state and federal law, except when undue hardship would result to the District or no reasonable accommodations are available. If an employee needs accommodations the employee is responsible for notifying the District Manager of their needs.

7145.2 The employee or applicant's responsibilities include:

7145.2.1 To notify the District Manager of his or her disability and specific need for reasonable accommodation,

7145.2.2 To provide medical verification of his or her disability,

7145.2.3 To engage in a timely, good faith interactive process to determine effective, reasonable accommodations, if any.

7145.3 The District's responsibilities include:

7145.3.1 To determine the essential functions of the job, and

7145.3.2 To engage in a timely, good faith interactive process with the individual to review the request for accommodations, and determine whether a reasonable accommodations is available and can be made without undue hardship to the District.