

 **GRAYS HARBOR COLLEGE**
Operational Policy

Policy Name	WORKPLACE ACCOMODATIONS
Policy Number	642
Date Adopted	1/15/68
Date(s) Revised	7/91, 3/01, 4/07, 8/22

The Americans with Disabilities Act's (ADA) overall purpose is to make American Society more accessible to people with disabilities. The ADA requires covered employers to provide reasonable accommodations for applicants and employees with disabilities (which has a very broad definition) and prohibits discrimination on the basis of disability in all aspects of employment. Reasonable accommodation includes, for example, restructuring jobs, making work sites and workstations accessible, modifying schedules, providing services such as interpreters, and modifying equipment and policies.

Grays Harbor College's accommodation process is designed to explore reasonable accommodations for employees (including student employees) with medical conditions or disabilities. Accommodations are provided on an individual basis and created in collaboration with the requesting employee, Human Resources, and the employee's supervisor if necessary.