
Policy 102: Americans with Disabilities

Related Policies

Adopted: November 21, 2019

Amended

I. Introduction

The Board of Directors at Central Penn College prohibits discrimination against qualified individuals with disabilities in employment and educational programs under the Americans with Disabilities Act, as Amended. Beyond the College's legal obligation, the Board of Directors is also committed to providing accommodations that will allow its employees with disabilities to contribute at the highest levels.

II. Purpose:

This Board Policy codifies the College's current compliance with the Americans with Disability Act, as Amended, practice, and procedures located in the Employee Handbook. The College's compliance with the Americans with Disability Act, as Amended, practices, and procedures remain in effect, uninterrupted.

III. Definitions

Disability: a person with a disability is a person who has a physical or mental impairment that substantially limits one or more major life activities. This definition includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. The ADA also makes it unlawful to discriminate against a person based on that person's association with a person with a disability.

IV. Policy

Central Penn College complies with all federal and state laws concerning the employment of persons with disabilities and acts in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). The College does not discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

The College will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation, or if the accommodation creates an undue hardship to Central Penn College.



Requests for accommodation should be made in writing to Human Resources. The College has the right to request medical information concerning the disability and need for an accommodation. Any medical information received as a result of a request for a reasonable accommodation will be kept confidential and maintained in a separate file.

- V. **Effective Date:**
Immediately