



Policy: Americans with Disabilities Act Policy Statement

ChildNet Number: CN 009.001

Policy Original Approved Date: June 2, 2003

Policy Revised Date(s): August 1, 2007; October 2009; March 26, 2010

Policy Sunset Date:

COA Standard(s): HR 1.01, 5.01

Statement of Policy:

The Americans with Disabilities Act (ADA) requires employers to reasonably accommodate qualified individuals with disabilities. It is the policy of ChildNet to comply with all applicable federal, state and local laws concerning the persons with disabilities.

ChildNet does not discriminate against qualified individuals with disabilities in regard any aspect of employment and will accommodate qualified individuals covered by the ADA in the performance of their positions with ChildNet.

All ChildNet employees are required to comply with company safety, attendance and punctuality standards, each of which is an essential function of every position at ChildNet. Where possible and feasible, ChildNet will attempt to address any circumstances where a direct threat is posed to the health or safety of ChildNet employees or others in the workplace, based upon the specific circumstances of the threat.

Board Chair's Signature:

Date:

11/30/10



Procedure: Americans with Disabilities Act

ChildNet Number: CN 009.001

Original Approved Date: June 2, 2003

Procedure Revised Date(s): August 1, 2007; October 2009; March 26, 2010,
August 22, 2014, February 21, 2018; August 12, 2026

Procedure Sunset Date:

COA Standard(s): HR 1.01, 5.01

Statement of Procedure:

Employees with a disability who believe they need a reasonable accommodation to perform their essential job functions should contact Human Resources. Any employee or job applicant who has questions regarding this policy or believes that he or she has been treated inconsistently with this policy or the law must notify the Human Resources Department.

President's Signature: _____

Date: _____

08-21-26