



## 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  
**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 Talent Management. 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 Talent Management Department.

**President's Signature:**

**Date:**

02-27-18