

Americans with Disabilities Act (ADA) Policy

The Americans with Disabilities Act (ADA) is a federal law that prohibits discriminating against applicants and employees with disabilities. It also requires employers to provide reasonable accommodations to applicants and employees who are qualified for a job, with or without reasonable accommodations, so that they may perform the essential job functions of the position.

The Charter Township of Clinton complies with all applicable laws concerning the employment of individuals with disabilities and acts in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). The Township 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.

When a job applicant with a disability requests accommodation that can be reasonably provided without creating an undue hardship or causing a workplace safety risk, he or she will be given the same consideration for employment as any other applicant.

The Charter Township of Clinton will reasonably accommodate qualified individuals (candidates and employees) with disabilities so that they can perform the essential functions of a job, unless the requested accommodations result in the following:

- A direct threat to the safety or well-being of the individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation; or
- An undue hardship to Charter Township of Clinton.

Individuals who are currently using illegal drugs are excluded from coverage under this ADA policy.

The Human Resources Department is responsible for implementing this policy, including the resolution of reasonable accommodation, safety, direct threat, and undue hardship issues. All requests for accommodation shall be directed to the Human Resources Department.

Approval Date: August 15, 2022

Policy Number:
P-01

Effective Date: August 15, 2022

Policy Title: Americans with Disabilities Act Policy



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