

Subject: Americans with Disabilities Act Statement

Purpose: To describe the Northern Piatt County Fire Protection District's discrimination against disabled Americans Policy.

The Northern Piatt County Fire Protection District intends compliance with the Americans with Disabilities Act by following the policy established.

Scope: This policy applies to all department personnel and prospective department personnel.

Policy

Statement of Intent

It is the policy of the Northern Piatt County Fire Protection District not to discriminate against any individual seeking to participate in or benefit from any service or activity because of a physical or mental disability. Further, it is the policy of the District not to discriminate against any employee or applicant for employment because of physical or mental disability for positions for which the employee or applicant otherwise is qualified. In the context of accommodation, can perform the essential functions of the job in question; safely and effectively. The District will make reasonable accommodations to physical and mental limitations of employees and applicants, consistent with the qualifications required for the work to be performed, and with the effective operation of the Fire Department.

This policy is established to meet the requirements of the Americans with Disabilities Act of 1990 (Public Law 101-336) and the rule implementing the Act as Published July 26, 1991 (28 CFR Part 36) by the Department of Justice.

Definition of Prohibited Discriminatory Practices

The Northern Piatt County Fire Protection District has adopted the following definition of prohibited practices. The District shall not:

1. Deny a qualified disabled person the opportunity to join the Fire Department.
2. Deny a qualified disabled person an opportunity to participate in or benefit from aid, service, or employment possibility that is not equal to that provided by others, if any necessary accommodation is reasonable.
3. Offer a qualified disabled person an aid, service, or employment opportunity that is not as effective in providing equal opportunity to obtain the same result, gain the same benefit, or reach the same level of achievement as provided to others, if any necessary accommodation is reasonable.

4. Provide different or separate aid, services, or employment opportunities to disabled persons (or any class of disabled persons) than is provided to others unless such action is necessary to provide equally effective benefits.

By the Order of: _____
Fire Chief

Date: _____