

## SOLANO COMMUNITY COLLEGE DISTRICT

### AMERICANS WITH DISABILITIES

4310

**POLICY:** The Governing Board of the Solano Community College District ensures that employment practices do not unlawfully discriminate against qualified persons with disabilities in the application and recruitment processes, pre-employment testing, hiring, advancement, training, compensation and termination of employment, or in the terms, conditions and privileges of employment.

Solano Community College District, to the extent required by law, will make reasonable accommodations for qualified individuals with disabilities who are employees or applicants for employment unless undue hardship, as defined by law, would result.

**REFERENCES/  
AUTHORITY:**

Americans with Disabilities Act of 1990 (ADA)  
Section 504 of the Rehabilitation Act of 1973  
California Government Code Sections 12926 and 12940 (FEHA)  
California Code of Regulations Sections 7293 - 7294

**RDC/zg**

**ADOPTED:** May 21, 1997

**REVISED:** April 16, 2008