

1.4: Disability and Religious Accommodation

This policy applies to all employees.

POLICIES AND PROCEDURES

Adams County will engage in the interactive process and provide reasonable accommodations for qualified individuals who have known disabilities, and for employees whose work requirements interfere with a sincerely held religious belief, unless doing so would result in an undue hardship to the County or cause a direct threat.

Employees shall contact the People Services Department with any request for accommodation(s). Adams County requires that an accommodation request be submitted in writing. People Services, in consultation with the Department Director (or designee) or elected official (or designee), in addition to the Adams County Attorney's Office, will make a determination on a request for reasonable accommodation.

The County will not take adverse action against an employee who requests or uses a reasonable accommodation. The County will not deny employment opportunities to an employee or applicant based on the need to make a reasonable accommodation.