

## ADMINISTRATIVE RULES

<b>Title:</b> <b>EQUAL ACCESS/EQUAL OPPORTUNITY FOR EMPLOYEES WITH DISABILITIES</b>	<b>Identification:</b> <b>6HX-10-3.10</b>
	<b>Page:</b> <b>1 of 1</b>
	<b>Effective Date:</b> <b>11/30/05</b>
<b>Authority:</b> <b>SBE 6A-14.0261</b> <b>FS 1001.64; 1001.65; USC 12101 et al</b>	<b>Signature/Approval:</b> <b>Dr. Gwendolyn W. Stephenson</b>

### PURPOSE

This administrative rule establishes College policy regarding providing equal access to and equal opportunities for employees with disabilities.

### RULE

Hillsborough Community College is committed to the full and total inclusion of all employees and to the principle of individual rights and responsibilities. Further, applicants or employees will be not denied employment opportunities on the basis of a disability, with regard to but not limited to the application process, selection process, advancement, compensation, or be denied full and equal treatment with regards to terms and conditions of employment, or otherwise subjected to discrimination under the College's employment program.

This policy is intended to ensure full compliance with all state and federal legislation protecting the rights of the disabled, including the Americans with Disability Act.

The College will provide reasonable accommodations to qualified individuals with a disability to enable them to perform the essential functions of a job. Reasonable accommodations may include but not be limited to the use of auxiliary aids in the workplace and physical site modifications to the work environment. Generally, a reasonable accommodation will be made for individuals with a disability unless the accommodation creates an undue hardship. Work- related reasonable accommodations will be made on an individual basis.

The President will maintain administrative procedures for applicants for providing reasonable accommodations to individuals with disabilities and for protecting the rights of all persons with disabilities, including procedures to provide auxiliary aids.

---

### History:

Adopted: 5/15/91; Amended: 2/17/93, 9/21/94; Formerly: 6HX-10-2.010 and 6HX- 10-2.011