



NOTICE REGARDING EMPLOYEES ACCOMODATIONS UNDER THE ADA AND FEHA

Inyo County is an equal opportunity employer. In accordance with the requirements of Title I of the Americans with Disabilities Act (“ADA”) and the California Fair Employment & Housing Act (“FEHA”), Inyo County does not discriminate on the basis of disability in recruiting, selecting or hiring applicants for employment, or in the terms and conditions of employment. The County complies with all regulations promulgated by the US Equal Employment Opportunity Commission (“EEOC”) and the California Department of Fair Employment and Housing (“DFEH”), including providing reasonable accommodations for applicants and employees as required thereunder. The Inyo County Return to Work Coordinator, and the Inyo County ADA Coordinator, is the County Risk Manager (phone: 760.872.2908; email: risk@inyocounty.us).

Reasonable accommodation is available to any disabled employee, where their disability affects the performance of essential job functions and the accommodations may be implemented without undue burden on County operations. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.

Pre-employment Accommodations

Hiring and placement procedures have been reviewed and provide persons with disabilities meaningful employment opportunities. Upon request, job applications are available in alternative, accessible formats, as is assistance in completing the application. Pre-employment inquiries are made only regarding an applicant's ability to perform the essential duties of the employee’s position.

Modified or Transitional Return to Work Program

The County will also make every effort to return the employee to work, with the approval of their medical provider, at the earliest possible time. The County may also return the employee to work performing duties that are different or “modified” from what their normal job may be in order to help them through the “transition period” of recovery and until they regain their ability to return to their full job duties. This is what is meant by a Return to Work or a Modified/Transitional Work Program. If at all possible, based on your doctor’s restrictions for you and the County’s ability to find available work within those restrictions, the County will provide you with work duties to provide you with ongoing compensation. Modified duty assignments will be periodically evaluated to determine whether the assignment is still effective. If circumstances change with the employee’s ongoing work restrictions or the County’s business needs, alternatives will be discussed in an interactive process between the employee and the County.



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Effective Communication

To assure compliance with Title I of the ADA and the California FEHA, Inyo County will conduct a timely, good faith, individualized interactive process whenever an applicant or employee requests a reasonable accommodation or objective barriers to employment or job performance are identified. The process is a dialogue between the County and the individual with a disability to evaluate all potential appropriate and reasonable accommodations that may be enable the individual to perform the essential functions of the job and which may be implemented without undue burden or risk to the safety of the employee or others.

Verification of Functional Limitations through Interactive Process

To assure effective processes, the County may request appropriate information from an applicant or employee or a medical provider in support of a request for reasonable accommodation when the disability or the need for reasonable accommodation is not obvious or otherwise already known (i.e., through information previously provided by the individual requesting accommodation). In these instances, the County may require reasonable documentation necessary to establish that the individual has a disability and that they need modifications, adjustments, or other reasonable accommodations. The County will not request diagnosis, prognosis, or other specific medical information (or medical records that contain that information) that are protected by medical privacy. The County's focus in the reasonable accommodation process is on the applicant or employee's functional capacity, functional limitations, work restrictions or other information about the condition that is appropriate to identifying potential effective accommodations to allow the individual to perform the essential job functions.

Disabilities from Military Service-Connected Injury or Illness

In accordance with the Uniform Services Employment & Reemployment Act, the County does not discriminate against any individual with service-connected disabilities who is not qualified for re-employment in the position he or she previously held. The County will consider re-employment promptly in any other position of similar seniority, status, and pay for which he or she qualified or would become qualified with reasonable efforts in a position that is the nearest approximation to the equivalent position, consistent with the circumstances of the employee's case in terms of length of service, status, and pay. As with other disabilities, the County does not guarantee reemployment to a disabled veteran, when doing so would be of such difficulty or expense as to constitute an undue hardship.