



Human Resource Policy Manual

Subject: Americans with Disabilities Act Policy

HR Policy: 110

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Page 1 of 1

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Board of Directors Approval: 06/30/08

MSHS Policy Council Approval: 09/10/08

HS/EHS Policy Council Approval:

It is the policy of Texas Migrant Council, Inc., to comply with the Americans with Disabilities Act (ADA) and to not discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability so long as the employee can perform the essential functions of the job. Consistent with this policy Texas Migrant Council, Inc., will provide reasonable accommodation to a qualified individual with a disability as defined by the ADA, who has made Texas Migrant Council, Inc., aware of his or her disability, provided such accommodation does not constitute an undue hardship on Texas Migrant Council, Inc., Employees with a disability who believe they need reasonable accommodation to perform the essential functions of their job should contact the Texas Migrant Council, Inc., HR Department.