

GRAYS HARBOR COLLEGE
Operational Policy

Subject: PERSONS OF DISABILITY

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Operational Policy Number: 610

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The Washington State Law Against Discrimination, RCW 49.60 – WAC 162.22.040 together with federal law, Section 504 of the Rehabilitation Act of 1973, prohibits discrimination in employment on the basis of mental, physical or sensory disability. Persons of disability are those whose physical, mental, or sensory impairment affects the performance of major work activities and therefore impedes the individual in obtaining or maintaining permanent employment and/or promotional opportunities.

If an employee is otherwise qualified to perform the job, the institution may not discontinue an employee or refuse to hire or to promote an employee solely on the basis of disability. Once a disability is identified, if the employee is otherwise qualified to perform the job, the employee and supervisor must work together to determine what reasonable accommodation, if any, is needed.

An accommodation is considered "reasonable" if it does not impose an undue hardship or create an unsafe condition for the institution. Each employee's circumstances will be evaluated on a case-by-case basis.