

## **PROHIBITING DISCRIMINATION BASED ON DISABILITY**

**1418**

(No.1 May 2015)

[Government Code § 12940](#)

[Government Code §§ 19700-19706](#)

It is the policy of the Department that the disabled shall have access to and be included in its Equal Employment Opportunity programs. No member of the Department is to discriminate against any person with a disability. Decisions regarding personnel policies and practices will be made on the basis of the disabled applicant's or employee's ability to perform the essential functions of a particular job (with or without reasonable accommodation).

Evaluation of requests for reasonable accommodation shall be considered on a case-by-case basis, in the context of the needs of the individual making the request, as well as the essential duties of the particular position for which the accommodation is being requested.

For more information about Reasonable Accommodation, see Health and Safety Handbook Section 1823.6.1.

[\(see Next Section\)](#)

[\(see Handbook Table of Contents\)](#)

[\(see Forms and Form Samples\)](#)