



# ADMINISTRATIVE PROCEDURES

No. 7348.1

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MENDOCINO - LAKE COMMUNITY COLLEGE DISTRICT

## ACCOMMODATIONS

Absent undue hardship or direct threats to the health and safety of employee(s), the District provides employment-related reasonable accommodations to:

- qualified individuals with disabilities, both applicants and employees, to enable them to perform essential job functions;
- employees with conditions related to pregnancy, childbirth, or a related medical condition, if she so requests, and with the advice of her health care provider;
- employees with lactation needs;
- employee victims of domestic violence, sexual assault, or stalking to promote the safety of the employee victim while at work; and
- employees who request reasonable accommodation to address a conflict between religious belief or observance and any employment requirement.

Requests for accommodations should be made through the Human Resources Department.

References:           29 U.S. Code Section 207(r);  
                              42 U.S. Code Sections 12101 et seq.;  
                              42 U.S. Code Sections 2000e et seq.;  
                              29 Code of Federal Regulations Parts 1601.1 et seq.;  
                              Government Code Sections 12926, 12940, and 12945;  
                              Labor Code Sections 230 and 1030 et seq.;  
                              Title 2 Sections 11040 et seq., 11050, et seq., and 11060 et seq.