

SECTION 3 AMERICANS WITH DISABILITIES ACT (ADA)

The County's policy and practice is to comply with the Americans with Disabilities Act and ensure equal opportunity for all qualified persons with disabilities. Further, the County reasonably accommodates persons with mental or physical disabilities as long as the accommodation does not cause the County undue hardship.

"Disability" includes a physical or mental impairment that **substantially** limits one or more major life activities, (i.e., caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, working and the operation of a major bodily function, such as functions of the immune system, normal cell growth and digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine and reproductive functions), a record of such impairment, or being regarded as having such impairment, provided that the impairment is not an impairment with an actual or expected duration of six months or less. When assessing whether impairment is substantial, one should consider: (1) The nature and severity of the impairment; (2). The duration or expected duration of the impairment; and (3). Permanent or expected long term impact of or resulting from the impairment. "Physical or mental impairment" includes orthopedic disorders, visual speech and hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, HIV infection, cancer, heart disease, mental retardation, emotional illness, specific learning disabilities, drug addiction, and alcoholism.

The County is committed to ensuring non-discrimination in all terms, conditions and privileges of employment.