

**BROOKDALE COMMUNITY COLLEGE
COLLEGE POLICY**

3.0003 Employees with Disabilities

I. Title of Policy

Employees with Disabilities

II. Objective of Policy

To state and confirm the College's strongest commitment to providing equal employment opportunities and reasonable accommodations to individuals with disabilities.

III. Authority

Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, ADA Amendment of 2008 (P.L. 110-325), New Jersey Law Against Discrimination (NJLAD), and N.J.S.A. 10:5-4 and 10:5-12(a).

IV. Policy Statement

Brookdale Community College will employ, and advance in employment, qualified individuals with disabilities. The College will provide reasonable accommodations (as defined in Section 12111 of the Americans with Disabilities Act of 1990, as amended) to individuals with disabilities who are qualified for the positions for which they are applying or in which they are employed so long as the individuals can perform the essential elements of the position, with or without reasonable accommodations.

V. Responsibility for Implementation

President and Board of Trustees

Approved: 6/27/1996

Revision Lodged: Board of Trustees, 11/14/2017

Revised: Board of Trustees, 12/19/2017

Approved: Board of Trustees, 2/28/2023