



ADA/ADAAA Policy

Policy Statement

ABLE Academy complies with all applicable federal and state laws concerning the employment of persons with disabilities, including the **Americans with Disabilities Act (ADA)**, the **Americans with Disabilities Amendments Act (ADAAA)**, and regulations issued by the Equal Employment Opportunity Commission (EEOC).

It is the policy of ABLE Academy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training, or any other terms, conditions, or privileges of employment.

Reasonable Accommodations

- ABLE Academy provides equal employment opportunities to qualified individuals with disabilities by making **reasonable accommodations**, unless doing so would cause undue hardship to the school's operations.
 - A qualified individual is one who, with or without reasonable accommodation, can perform the **essential functions** of the job.
 - Reasonable accommodations may include, but are not limited to: job restructuring, modified schedules, reassignment, accessible equipment, or approved leaves of absence.
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Interactive Process

- Employees requesting an accommodation should notify the **Human Resources Coordinator**.
 - ABLE Academy will engage in an **interactive process** with the employee, and when necessary, their medical provider, to determine effective accommodations.
 - All accommodation requests will be evaluated individually and documented.
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Service Animals



- Employees with disabilities may bring **service animals** to work as a reasonable accommodation under the ADA, provided the animal does not create a direct threat or undue hardship.
- Only ADA-recognized service animals are permitted.
- Employees may not bring animals to work without prior approval. Failure to comply may result in disciplinary action.

Compliance

This policy is intended to ensure ABLE Academy acts in accordance with both the **letter and spirit** of federal and state disability laws. The Board of Directors affirms its commitment to equal employment opportunity and nondiscrimination for individuals with disabilities.