

THE AMERICANS WITH DISABILITIES ACT (ADA) REASONABLE ACCOMMODATION POLICY (§1630.9)

The City of Golden, CO will make reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee with a disability, unless the City of Golden can demonstrate that the accommodation would impose an undue hardship on the operation of the City of Golden's business

The City of Golden will not deny employment opportunities to an otherwise qualified job applicant or employee with a disability based on the need of the City to make reasonable accommodation to such individual's physical or mental impairments.

Americans with Disabilities Act title I regulations do not require an individual with a disability to accept an accommodation, aid, service, opportunity or benefit which such qualified individual chooses not to accept. However, Americans with Disabilities Act title I regulations do not require the City of Golden to consider to be qualified, an individual who rejects a reasonable accommodation, aid, service, opportunity or benefit that is necessary to enable the individual to perform the essential functions of the position held or desired, and who cannot, as a result of that rejection, perform the essential functions of the position.

The City of Golden, absent undue hardship, will provide a reasonable accommodation to an otherwise qualified individual who meets the definition of disability under the Americans with Disabilities Act title I regulations' "actual disability" prong, or "record of" prong. The City of Golden will not provide a reasonable accommodation to an individual who meets the definition of disability solely under the Americans with Disabilities Act title I regulations' "regarded as" prong.

The City of Golden will, upon the request of a qualified individual who is known to have, or who discloses, a disability (as defined by the Americans with Disabilities Act title I regulations, [§1630.2 Definitions](#)), enter into an interactive process to identify an appropriate reasonable accommodation for that individual. An appropriate reasonable accommodation will overcome a qualified individual's limitations, making it possible for the individual to perform the essential job functions of their position. An appropriate reasonable accommodation will not impose an undue hardship on the operation of the City of Golden's business, cause a direct threat to members of the public or other City of Golden employees, or violate legitimate safety requirements.