

REASONABLE ACCOMMODATIONS POLICY STATEMENT

It is the policy of the Ramapo College to provide for reasonable accommodations for individuals with qualified disabilities in accordance with the Americans with Disabilities Act of 1990 (ADA Title I), Section 504 of the Rehabilitation Act of 1973 (if applicable), and the New Jersey Law Against Discrimination (NJLAD).

A reasonable accommodation is an adjustment or alteration that enables a qualified person with a disability to apply for a job, perform job duties, or enjoy equal benefits and privileges of employment. The Ramapo College will provide reasonable accommodations to qualified individuals with disabilities unless this would impose an undue hardship on the Ramapo College. The concept of reasonable accommodation applies to all aspects of employment, including recruitment, training, promotion, reassignment, and developmental assignments. It begins with recruitment activities. The Ramapo College's vacancy announcements will state that reasonable accommodations will be made for qualified applicants or employees with disabilities.

When an employee with a permanent disability cannot be reasonably accommodated in their present position, it is the policy of the Ramapo College to attempt to locate a funded vacant position which the Ramapo College intends to fill, and for which the employee with a disability is qualified. The Ramapo College will undertake an internal search for an appropriate position for a displaced disabled employee for a reasonable period of time, defined in this policy as sixty (60) days.

The Ramapo College will accommodate the "known" disability of a qualified applicant or employee. Generally, the qualified employee with a disability triggers the accommodation process; however, the Ramapo College will offer an accommodation without a request if it knows that the nature of an employee's impairment limits the employee's ability to know, or effectively communicate, the need for an accommodation.

Under this Policy, the Ramapo College will consider a reasonable accommodation for a qualified employee with a disability in the following circumstances:

- Accommodations to ensure equal opportunity in the application process.
- Accommodations to allow employees with disabilities to perform the essential functions of the job.

Accommodations to allow employees with disabilities to enjoy employment benefits and privileges equal to those of all other employees.


EEO/AA Officer


Vice President Human Resources


President