

**REASONABLE ACCOMMODATION
POLICY STATEMENT**

ARKANSAS WORKFORCE INVESTMENT BOARD

AMERICANS WITH DISABILITIES ACT REASONABLE ACCOMMODATION POLICY STATEMENT

1. PURPOSE

It shall be the policy of the Arkansas Workforce Investment Board to provide reasonable accommodations to persons with disabilities who are otherwise qualified for positions for which they are applying or in which they are employed. The policy is based on federal legislation and state mandates including Sections 503/504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act.

2. SCOPE

This policy applies to all employment practices and actions. It includes, but is not limited to, recruitment, examination and testing, hiring, training, disciplinary actions, rate of pay or other compensation, advancement, reclassification, relocation, promotion, demotion and benefits.

The provision of reasonable accommodation assists the Board, as an employer, to:

- A. Overcome otherwise exclusionary employment practices, policies and consequence,
- B. Provide equal opportunities for participation in education and training programs,
- C. Enhance the upward mobility of qualified employees with disabilities, and,
- D. Assure the accessibility of procedures for swift and judicious resolution of complaints consistent with this policy and other already existing policies and procedures.

3. RESPONSIBILITIES

It shall be the responsibility of all administrative entities operating under the Workforce Investment Act to develop a system to assure enforcement of this policy.