

**OAK LAWN PUBLIC LIBRARY**  
**BOARD POLICY**  
**AMERICANS WITH DISABILITIES ACT (ADA)**

The Oak Lawn Public Library supports the Americans with Disabilities Act (ADA) as amended and will attempt to provide reasonable accommodations for employees with disabilities and sincerely held religious beliefs in the workplace, unless such accommodations would present an undue hardship for the Library.

Reasonable accommodations apply to all employees and include hiring practices, job placement, training, salary, promotion and demotion practices, and layoff and termination procedures.

A qualified person is any individual with a disability who, with or without reasonable accommodation can perform the essential functions of the job the individual holds or desires, and does not pose a direct threat to the health or safety of themselves or other individuals in the workplace. A qualified person eligible for an accommodation may also include an employee who requires a workplace accommodation in order to practice their religion.

Individuals who are currently using illegal drugs are excluded from coverage under this policy.

Employees should contact the Human Resources Coordinator for further clarification regarding this policy or to request a reasonable accommodation in the workplace.

Adopted: 05/18/2021