

PERSONNEL

Section 4 Fitness for Duty

Applicants must be physically and mentally capable of performing the essential functions of the position for which application is made, with or without reasonable accommodations. Some positions have physical requirements which must be demonstrated by satisfactorily completing a post-offer physical exam or post-offer questionnaire to establish the ability to perform the essential functions of the position. This will only be required after a conditional offer of employment has been made.

Employees must be physically and mentally capable of performing the essential functions of their position, with or without reasonable accommodations. Employees shall be required, upon request of the administrator or designee, to respond or submit to medical inquiries or examinations which are related and necessary to performance of essential functions of their position where there is evidence of a job performance or safety problem and when required or otherwise permitted by law.

Employees are required to disclose any medical restrictions that limit their ability to perform the essential functions of the assigned position to their supervisor or the administrator and are to request a meeting with the ADA/504 Coordinator (ESU #13 Human Resources Manager) to discuss the provision of reasonable accommodations. Supervisors are required to notify the administrator of any employees with restrictions that limit their ability to perform the essential functions of their assignment. ESU #13 shall make reasonable accommodations to qualified individuals with a disability in accordance with law.

ESU #13 complies with all federal and state laws regarding the collection and maintenance of health and medical information.

Legal Reference:	ADA-42 U.S.C. §12101 et seq; 28 CFR §35.101 et seq ; Rehabilitation Act of 1973, Section 504--29 U.S.C.§791, et seq.; 34 CFR §104, et seq. Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §§48-1101 to 48-1126; Neb. Rev. Stat §20-168
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