



**SUBJECT: THE AMERICANS WITH DISABILITIES REASONABLE  
ACCOMMODATIONS POLICY**

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**PURPOSE:**

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

**POLICY:**

The Town of Timnath will not deny employment opportunities to an otherwise qualified job applicant or employee with a disability based on the need of the Town 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 Town of Timnath 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 Town of Timnath 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 Town of Timnath's business, cause a direct threat to members of the public or other Town of Timnath employees, or violate legitimate safety requirements.