

SPOKANE COUNTY FIRE DISTRICT 8

Standard Operating Procedures

10.03.12 MEMBERS WITH DISABILITIES



Adopted:	10/03/17
Reviewed:	12/15/23
Revised:	12/10/20
Approved:	<i>Lonnie J. Rash</i>

Purpose: To define the compliance of Spokane County Fire District 8 with the Americans with Disabilities Act.

References: Americans with Disabilities Act of 1990

Procedure:

1. Spokane County Fire District 8 fully complies with its responsibility to provide, under the Americans with Disabilities Act, reasonable accommodations to allow people with disabilities to apply for and perform their jobs.
2. If a member has a disability that affects his/her job performance he/she must let their supervisor know as soon as possible.
 - a) The District will then discuss with the member the reasonable accommodations it may be able to provide to enable him/her to perform the essential functions of his/her job.
 - b) If a member becomes unable to perform the essential functions of his/her job, even with a reasonable accommodation, the District will assist him/her in identifying and applying for other jobs in the District, where a vacancy exists or becomes available within 365 days, and for which they are qualified.