

# Hurricane Fire & Rescue

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| <b>Subject</b>          |
| <b>Guideline Number</b> |
| <b>Adopted</b>          |
| <b>Effective Date</b>   |
| <b>Pages</b>            |

|               |
|---------------|
| Disabilities  |
| 800.117       |
| March 1, 2007 |
| April 7, 2007 |
| 1             |

**Purpose:** Hurricane Fire & Rescue is committed to providing equal opportunity in membership to qualified individuals with disabilities.

**Scope:** All personnel with disabilities

**Responsibility:** It is the responsibility of all personnel to create a working environment conducive for those with known disabilities within a reasonable manner.

Hurricane Fire & Rescue agrees to treat qualified individuals without regard to their disability in all membership practices including the following: application, promotion, demotion, recruitment, advertising, or dismissal, other forms of compensation and benefits, and selection for training.

Hurricane Fire & Rescue will attempt to reasonably accommodate disabled members and membership applicants to permit them to perform the essential functions of their positions in a safe and efficient manner. Hurricane Fire & Rescue will afford reasonable accommodations to qualified applicants and members with a known disability provided that the accommodation does not cause undue hardship to the department or, irrespective of the accommodation, that such individuals do not pose a direct threat to the health and safety of themselves or others.

Applicants and members with disabilities may inform the Fire Chief of the disability and may suggest, on a confidential basis, how Hurricane Fire & Rescue may reasonably accommodate them.