

JACKSONVILLE POLICE DEPARTMENT

Policy: 6-1
Effective: 01-01-09
Revised: 04-24-19

EQUAL EMPLOYMENT OPPORTUNITY

PURPOSE: To establish and define the policy for this Department concerning fair employment practices and to ensure equal employment opportunities, free from harassment or discrimination, to all employees and applicants for employment.

POLICY: This Department and the City of Jacksonville are committed to complying with all laws, both state and federal, pertaining to equal employment opportunity and discrimination or harassment of any type in the workplace.

DEFINITIONS:

- I. **DISABILITY:** with respect to an individual;
 - A. A physical or mental impairment that substantially limits one (1) or more of the major life activities of such individual;
 - B. A record of such impairment; or
 - C. Being regarded as having such impairment. (42 USC 12102 - Section 3.2)
- II. **DIRECT THREAT:** A significant risk to the health or safety of others that cannot be eliminated by reasonable accommodations. (42 USC 12111 - Section 101.3)
- III. **QUALIFIED INDIVIDUAL WITH A DISABILITY:** An individual with a disability who, with or without reasonable accommodations, can perform the essential functions of the employment position that such individual holds or desires. (42 USC 12111 Section 101.8)
- IV. **QUALIFICATION STANDARDS:** May include a requirement that an individual shall not pose a threat to the health or safety of other individuals in the Department. (42 USC 12113 Section 103 .b)
- V. **REASONABLE ACCOMMODATION:** may include:
 - A. Making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and,
 - B. Job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities. (42 USC 12111 - Section 101.9)

PROCEDURES:

- I. **EQUAL EMPLOYMENT**
 - A. It shall be the policy of this Department to base all employment decisions on principles of equal opportunity. This Department will not discriminate against any employee or applicant for employment on the basis of the following: