

## **DISABILITY DISCRIMINATION: “NO TOLERANCE” POLICY**

Columbia County Rural Library District prohibits and does not tolerate discrimination against any qualified individual with a disability. A qualified individual with a disability is anyone who can perform the essential functions of the job with or without reasonable accommodation for his or her disability.

All qualified individuals with a disability are guaranteed the same employment opportunities as other employees or applicants. No person or employee, no matter his or her title or position, has the authority, whether expressed, actual, apparent, or implied, to discriminate against a qualified employee or applicant with a disability.

Columbia County Rural Library District Director will make all decisions concerning recruitment, placement, selection, training, hiring, advancement, discharge or other terms, conditions, or privileges of employment based on job-related qualifications and abilities.

Columbia County Rural Library District prohibits any verbal, physical, or visual conduct that belittles or demeans any qualified individual with a disability.

### **HISTORY**

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Adopted June 24, 2010