



TOWN OF WELLESLEY DISABILITY ACCOMMODATION POLICY

HR Board Approved:

Town Meeting Approved: October 26, 2020

The Town of Wellesley is committed to complying fully with the Americans with Disabilities Act (ADA) and applicable state and local laws ensuring equal opportunity in employment for qualified persons with disabilities/handicaps. The Town also provides reasonable accommodation for such individuals in accordance with these laws. Qualified disabled/handicapped individuals may request reasonable accommodations through their supervisor or Human Resources. The employee may be asked to provide medical documentation of the disability/handicap and the need for an accommodation. Supervisors or Human Resources generally will interact with the employee and their medical provider to determine the necessity, effectiveness, and feasibility of the requested accommodation. The Town may decide to provide the requested accommodation or a reasonable accommodation other than requested. The Town may also determine in its sole discretion that such accommodation is not feasible or would result in undue hardship to the Town.