

LENAWEE COUNTY BOARD OF COMMISSIONERS

301 N. Main St. Courthouse ~ Adrian, MI 49221

(517) 264-4508

[www.lenawee.mi.us](http://www.lenawee.mi.us)



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VICE-CHAIR

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POLICY#2019-002

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**NON-DISCRIMINATION ON BASIS OF HANDICAP**

Date of Adoption: February 13, 2019

This Unit of General Local government (UGLG) does not discriminate on the basis of disability in its hiring or employment practices. This UGLG will not ask a job applicant about the existence, nature, or severity of a disability. Applicants may be asked about their ability to perform specific job functions. Medical examinations or inquiries may be made, but only after a conditional offer of employment is made and only if required of all applicants for the position. This UGLG will make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the UGLG's business. To the extent its selection criteria for employment decisions have the effect of disqualifying an individual because of disability, those criteria will be job-related and consistent with business necessity. Employees' medical information is protected and confidential.


This UGLG will provide appropriate auxiliary aids and services, including qualified sign language interpreters; assistive listening devices, and alternate formats, whenever necessary to ensure effective communication with members of the public who have hearing, sight, or speech impairments, unless to do so would result in a fundamental alteration of its programs or an undue administrative or financial burden.

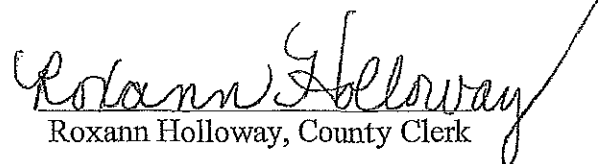
A person who requires an accommodation or an auxiliary aid or service should contact the following officials; interpreter requests should be made as far in advance as possible but no later than 48 hours before the scheduled event to the Administrator's Office by calling (517) 264-4508.

Complaints that an UGLG program, service, or activity is not accessible to persons with disabilities should be directed to the County Administrator. Complaints of disability-based discrimination against applicants for employment with this UGLG or by employees of this UGLG should be directed to the County Administrator.

This UGLG will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

**PASSED BY ROLL CALL VOTE** of the Lenawee County Board of Commissioners at a regular meeting held Wednesday, February 13, 2019, in the Old County Courthouse, Adrian, Michigan.

  
David Stimpson, Chair

  
Roxann Holloway, County Clerk