

 <p>HAWAII HEALTH SYSTEMS C O R P O R A T I O N "Quality Healthcare for All"</p> <p>POLICY</p>	<p>Department: Human Resources</p>	<p>Policy No.: HR 0002A</p>
	<p>Issued by: Paul Tsukiyama Dir. of Human Resources</p>	<p>Revision No.: 2</p>
<p>Subject:</p> <p>Individuals with Disabilities</p>	<p>Approved by: <i>Carol VanCamp</i> HHSC Board of Directors By: Carol A. VanCamp Its: Secretary/Treasurer</p>	<p>Effective Date: November 21, 2013</p>
		<p>Supersedes Policy: February 1, 2005</p>
		<p>Page: 1 of 1</p>

Last reviewed: July 11, 2013; Next review: July 16, 2016

- I. **PURPOSE:** To establish a policy that prohibits discrimination against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability, so long as the employee can perform the essential functions of the job with or without reasonable accommodation.
- II. **POLICY:** The Hawaii Health Systems Corporation (HHSC) is committed to complying with all applicable Federal and State laws that prohibit discrimination against persons with disabilities. It is HHSC's policy not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability so long as the employee can perform the essential functions of the job with or without reasonable accommodation. Consistent with this policy of nondiscrimination, HHSC will provide reasonable accommodations to a qualified individual with a disability, as defined by law, who has made HHSC aware of his or her disability, provided that such accommodation does not constitute an undue hardship to HHSC.
- III. **APPLICABILITY:** This policy shall apply to all qualified individuals with a disability who are employees or applicants for employment with HHSC.
- IV. **AUTHORITY:**
 - A. Americans with Disabilities Act, Title I
 - B. Americans with Disabilities Amendments Act of 2008
 - C. Hawaii Revised Statutes, Chapter 378
- V. **ATTACHMENT:** Individuals with Disabilities Procedure - HR 0002B