



FLORIDA DEPARTMENT OF JUVENILE JUSTICE POLICY

Secretary /s/, Christina K. Daly

Date: 1/18/2018

Subject: Administration of the Americans with Disabilities Act

Section: FDJJ - 1060

Originating Office: Administrative Services

Authority: Federal – The Americans with Disabilities Act
The Civil Rights Act
Fair Labor Standard Act (FLSA) of 1938, 29 USC § 207(r)
Chapter 110, Florida Statutes
State - Rule 60L-34.0031(2), Florida Administrative Code

Related References: FDJJ- 1002.20 & 1002.20P – Attendance and Leave Policy and Procedure

Purpose: To administer the guidelines of the Americans with Disabilities Act and other related federal and state laws.

Offices Affected by the Policy: All offices within the Department of Juvenile Justice.

POLICY STATEMENT:

- The Department shall make every reasonable effort to ensure all employees, applicants and members of the general public are provided reasonable accommodations and equal access in accordance with the rules of the Americans with Disabilities Act and other related federal and state laws.
- An employee meets the requirement of “being regarded as having such an impairment” if he or she establishes they have been subjected to an action prohibited under Section 12102 (Section 3) of the Americans With Disabilities Act of 1990, because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity.
- The determination of whether a disability substantially limits a major life activity shall be made without regard to the ameliorative (positive) effects of mitigating measures such as medication, medical supplies, equipment, or appliances, low-vision devices (which do not include ordinary eyeglasses or contact lenses), prosthetics including limbs and devices, hearing aids and cochlear implants or other implantable hearing devices, mobility devices, oxygen therapy equipment and

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supplies, the use of assistive technology, reasonable accommodations or auxiliary aids or services or learned behavioral or adaptive neurological modifications.

PROCEDURES/MANUALS:

Procedures for this policy are accessible at the Department Policies internet page.