

**Barrington Public Schools  
Reasonable Accommodation Policy**

**A. Reasonable Accommodation of Disability**

The Barrington Public Schools (BPS) will comply with the Americans with Disabilities Act and equivalent Rhode Island anti-discrimination statutes, which prohibit discrimination against a qualified person with a disability in all employment practices and require the School to provide reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship. This policy governs all aspects of employment, including but not limited to selection, job assignment, compensation, discipline, discharge and access to benefits and training. Any requests made by employees for a reasonable accommodation, including a leave of absence for the employee's own medical condition, must be made to the Director of Administration and Finance. Any individual with a disability is required to self-identify that fact and provide the Director of Administration and Finance with medical documentation before a reasonable accommodation can be considered.

**B. Reasonable Accommodation of Pregnancy, Childbirth or Related Medical Condition**

BPS does not discriminate against any employee or applicant due to pregnancy, childbirth or related medical conditions. BPS will reasonably accommodate an employee's, or applicant's, condition related to pregnancy, childbirth, or a related medical condition. BPS may provide pregnant employees with longer breaks, light duty, assistance with manual labor, a temporary transfer to a less strenuous or hazardous position, or a modified work schedule as a reasonable accommodation. BPS also may grant a leave of absence for a pregnant employee to recover from childbirth. BPS may refuse to grant a reasonable accommodation if the accommodation would pose an undue hardship on BPS. Any request for a reasonable accommodation must be made to the Director of Administration and Finance, who will work, on a case-by-case basis, to make reasonable accommodations to eligible employees, provided that such accommodation does not pose an undue hardship on BPS. An individual who has a condition related to pregnancy, childbirth or a related medical condition is required to self-identify that fact and provide the Director of Administration and Finance with documentation before a reasonable accommodation can be considered.

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