

NORTH CAROLINA DEPARTMENT OF COMMERCE		POLICY # HR 29
Title: Americans with Disabilities Policy		
Effective Date: July 1, 1999	Administering Authority: Human Resources Dir.	
Revisions:		
Statutory Authority (if applicable):		

Purpose: **To insure that the Department of Commerce provides equal employment for all persons regardless of physical or mental condition.**

Policy:

It is the policy of the Department of Commerce to comply fully with the Americans with Disabilities Act (ADA), landmark civil rights legislation protecting America's 49 million citizens with disabilities against discrimination based upon that disability.

This policy bars any discrimination for persons with any physical or mental condition which significantly limits at least one major life activity, such as caring for oneself, eating, dressing, learning, working, walking and seeing. These are some of the conditions covered as a disability under the ADA. An active alcoholic, drug abuser or a person with sexual dysfunction is not covered. A temporary disability may not be covered.

Applicants or Employees with any questions or concerns regarding disability issues should contact the Human Resources office for assistance.