**Policy:**

It is the policy that JCS, Inc. (JCS) will provide equal opportunity to employees and applicants with non-job related disabilities through reasonable accommodations.  Section 1 of this policy is intended to ensure compliance with the Americans with Disabilities Act.  Work related disabilities are covered under California Education Code.

Original Policy 02/27/01

Revised Policy 12/08/06

Revised Policy 09/08/17

Revised Policy 06/05/2020