

**HUNT COUNTY**  
**POLICY ON AMERICANS WITH DISABILITIES ACT AMENDMENTS ACT**  
**(ADAAA)**

Hunt County is committed to the fair and equal employment of individuals with disabilities. It is Hunt County's policy to reasonably accommodate qualified individuals with disabilities unless the accommodation would impose an undue hardship on the organization. In accordance with the Americans with Disabilities Act as amended (ADAAA), reasonable accommodations may be provided to qualified individuals with disabilities when such accommodations are necessary to enable them to perform the essential functions of their jobs, or to enjoy the equal benefits and privileges of employment. This policy applies to all applicants for employment, and all employees. An employee who requires an accommodation should advise his/her Elected Official, Appointed Official, Department Head, or the Human Resources Department. Reasonable accommodation shall be determined through an interactive process of consultation.

It is the policy of Hunt County to prohibit any harassment of, or discriminatory treatment of employees on the basis of a disability or because an employee has requested a reasonable accommodation. If an employee feels he or she has been subject to such treatment, or has witnessed such treatment, the situation should be reported to his/her Elected Official, Appointed Official, Department Head or the Human Resources Department.