

ACCOMODATION of HANDICAPS

Michigan (*Handicappers Civil Rights Act*) and federal (*Americans with Disabilities Act*) law require employers to make accommodations to handicapper applicants and employees where the accommodation does not impose an undue hardship on the employer. Handicapper employees and applicants may request an accommodation of their handicap by notifying the County in *writing* of the need for accommodation within one hundred and eighty-two (182) days of the date the handicapper knows or should know that an accommodation is needed. Failure to properly notify the County will preclude any claim that the County failed to accommodate the handicapper.

Adopted: 14 May 2009

Attest: Gary R. Klacking
Ogemaw County Clerk