

LAC+USC MEDICAL CENTER POLICY

Subject: EMPLOYING PERSONS WITH DISABILITIES		Original Issue Date: 12/15/83	Policy # 506
		Supersedes: 5/9/17	Effective Date: 11/16/20
Departments Consulted: DHS Human Resources Human Resources Committee	Reviewed & Approved by: Attending Staff Association Executive Committee Senior Executive Council	Approved by: (Signature on File) Chief Medical Officer	
		(Signature on File) Chief Executive Officer	

PURPOSE

To ensure the LAC+USC Medical Center's adherence to federal, State, and County regulations regarding the employment of persons with disabilities.

POLICY

The LAC+USC Medical Center shall ensure equal employment opportunity for all qualified persons with disabilities, in compliance with the provisions of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. Under these provisions, the Medical Center shall engage in employment practices that prohibit discrimination against persons with disabilities or otherwise disadvantages persons solely by reasons of their disability. The Medical Center shall make uniform pre-employment inquiries of all persons, whether disabled or not.

RESPONSIBILITY

Administrators
Department Managers
DHS Human Resources
All Employees

REFERENCES

The Americans with Disabilities Act of 1990
The Rehabilitation Act of 1973
Los Angeles County Code, Section 5.08.010
Joint Commission Human Resources Standards

REVISION DATES

August 1, 1994; October 20, 1998; April 16, 2002; May 05, 2005; September 29, 2008;
February 11, 2014; May 9, 2017; November 16, 2020