



Alameda County Reasonable Accommodation Declination/Waiver

Alameda County is committed to providing equal employment opportunities to qualified individuals with disabilities/medical conditions. Pursuant to the federal Americans with Disabilities Act (ADA), California's Fair Employment and Housing Act (FEHA) and other applicable statutes, the County's Reasonable Accommodation Policy provides for reasonable accommodation which enables the employee to perform the essential job functions. A reasonable accommodation can include, but is not limited to, job restructuring, modified work hours/schedule, leave of absence without pay, assistive devices/equipment up to and including a re-assignment to an alternate vacant-funded position within Alameda County for which an employee is qualified.

Please note that declining your right to a reasonable accommodation may affect your ability to qualify for certain workers' compensation and/or disability retirement benefits and will result in the agency/department closing your file. For more information regarding your declination/waiver to a reasonable accommodation, please contact your claims examiner at Sedgwick, CMS, at (510) 302-3000 and/or the Alameda County Employees' Retirement Association (ACERA), at (510) 628-3000.

A copy of Alameda County's Reasonable Accommodation Policy and Procedures is attached for your information. If you have any questions, please feel free to contact the Disability Coordinator, _____, at _____.
Forward your completed declination/waiver by no later than _____ to:

ACKNOWLEDGEMENT

I understand the foregoing and have voluntarily chosen to decline/waive my right to reasonable accommodation provided for in the Alameda County's Reasonable Accommodation Policy, and pursuant to the Americans with Disabilities Act, Fair Employment and Housing Act and other applicable statutes. I also understand that my declination/waiver may affect any workers' compensation/ disability retirement benefits for which I may be entitled.

Print Name

Signature

Employee I.D. Number

Date

Attachments: Reasonable Accommodation Policy and Procedures