

Department of Early Learning

Policy Title:	10.1.2 Reasonable Accommodations for Child Care Staff with Disabilities		
Procedure:	See Attached		
References:	Office of Civil Rights MOU, Resource List		
Applies To:	Licensing Staff	Contact:	Licensing Oversight Division
Effective Date:	3-15-11	Review Date:	3-15-13 Created on: 1-15-08
Reviewed:	<input checked="" type="checkbox"/> ASAMs <input checked="" type="checkbox"/> SAMs <input checked="" type="checkbox"/> AD		
Other Review (list)			
Director Approved:			

DEL is responsible for licensing activities to ensure that standards of health and safety are present in child care facilities in accordance with Washington State law and administrative code regulations. The term “child care facility” or “child care provider” is used to indicate licensed family child care homes, child care centers and school age centers.

Purpose

The purpose of this policy is to clarify DEL’s responsibility to review reasonable accommodation requests that are submitted by licensees for people with disabilities that want to be employed or continue to be employed in a child care facility.

Policy

- I. DEL will comply with all federal and state disability laws.
- II. In disability situations each case will be assessed on an individual basis to explore reasonable accommodation and modifications in the workplace. No individual with a disability shall be disqualified from employment or have a permanent action taken against them until reasonable accommodations are explored.
- III. Licensors will base decisions regarding reasonable accommodations on the ability of the licensee and child care staff to provide for the health and safety of children in care.
- IV. Licensing staff cannot offer legal advice to licensees about hiring or terminating an individual with a disability.

Attachments

10.1.2a Resource List
Office of Civil Rights, MOU