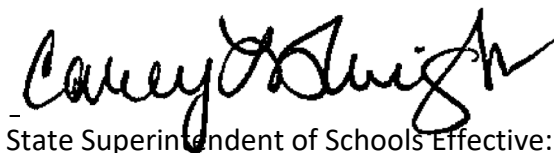

OFFICE of EQUITY ASSURANCE & COMPLIANCE
ADAAA Policies, Standards & Procedures

SUBJECT: Processing and Implementation of Requests for ADAAA Reasonable Accommodations

Issued: 06/20/2024

APPROVED: _____



State Superintendent of Schools Effective: 06/20/2024

LEGAL AUTHORITY: Titles I and II of the Americans with Disabilities Act Amendments Act Amendments Act (ADAAA) of 2008, 42 U.S.C. § 12102, et seq.; Section 504 of the Rehabilitation Act of 1973 as amended; Title 34 C.F.R. Section 104.12; Executive Order 01.01.2007.16 Code of Fair Employment Practices; Annotated Code of Maryland State Personnel and Pensions Article, Title 2-302, and Title 5-2; State Government Article, Title 20.

1. POLICY

- 1.1 It is our policy that all employees, applicants for employment and members of the public shall receive equitable treatment under the Americans with Disabilities Amendments Act (ADAAA) 2008.

2. PURPOSE

- 2.1 The purpose of this policy is to provide a process for submitting, processing, implementing, and monitoring requests for reasonable accommodations at the Maryland State Department of Education (MSDE) and its administrations.

3. APPLICABILITY

- 3.1 This policy is applicable to all Administrations [as defined below] of the Maryland State Department of Education (MSDE) as defined in: Titles I and II of the Americans with Disabilities Act Amendments Act Amendments Act of 2008, 42 U.S.C. § 12102, et seq.; Section 504 of the Rehabilitation Act of 1973 as amended; Title 34 C.F.R. Section 104.12; Executive Order 01.01.2007.16 Code of Fair Employment Practices; Annotated Code of Maryland State Personnel and Pensions Article, Title 2-302, and Title 5-2; State Government Article, Title 20.

4. DEFINITIONS

4.1 **Administrations:** Administrations refer to the:

4.1.1 Office of the State Superintendent

- Office of the Chief of Staff
- Office of Communications and Community Engagement
- Office of Governmental Affairs, Education Policy, and External Affairs
- Office of the Ombudsman
- Office of Audits

4.1.2 Office of Accountability

- Division of Rehabilitation Services
- Division of Student Support, Academic Enrichment and Educational Policy
- Division of Assessment, Accountability, Performance Reporting and Research
- Division of Certification and Program Approval

4.1.3 Office of Teaching and Learning

- Division of Early Childhood
- Division of Early Intervention and Special Education Services
- Maryland Public Secondary Schools Athletic Association
- Office of Career and College Pathways
- Office of Instructional Programs and Services
- Office of School Improvement and Transformation
- Office of School Review, Support, and Improvement

4.1.4 Office of Finance and Operations

- Office of Pupil Transportation and Emergency Management
- Office of Information Technology
- Office of School Facilities
- Office of Human Resources
- Office of Procurement and Contract Management
- Office of Equity Assurance & Compliance
- Office of Facilities and Operations
- Division of Financial Policy, Planning, Operations and Strategy

4.1.5 Maryland Center for School Safety

4.1.6 Maryland Longitudinal Data System Center

- 4.2 **“Auxiliary Aids and Services,”** these are devices or services that enable effective communication that include, but are not limited to: qualified readers; taped texts; audio recording; braille and large print materials; qualified interpreters on-site or through video remote interpreting (VRI) services; note takers; real-time computer-aided transcription services; written materials; exchange of written notes; telephone handset amplifiers; assistive listening devices; assistive listening or other effective methods of making written and visually represented information accessible to individuals with visual, hearing, or cognitive impairments..
- 4.3 **“Covered entities”** are employers and/or programs that provide services to the public; includes:
- all administrations and programs operated or funded by MSDE including offices, units, and local education agencies.
 - all grant-in-aid programs of MSDE and,
 - all service providers, contractors, or subcontractors of MSDE
- 4.4 **“Covered Entity Staff”** means any staff employed by the covered entity.
- 4.5 **“Designated Party or Parties”** means the person(s) receiving and responsible for analyzing the ADA/AA reasonable accommodations request.

- 4.6 **“Disability”** is mental or physical impairment that substantially limits at least one major life activity of an individual; a record of such an impairment; or being regarded as having such an impairment.
- 4.7 **“Essential Functions”** The fundamental job duties of the employment position. The term “essential functions” does not include the marginal functions of the position.
- 4.8 **“Fundamental Alteration”** is a change that is so significant that it alters the essential nature of the goods, services, facilities, privileges, advantages, or accommodations offered by the covered entity. Applies to request for ADA reasonable accommodations from program participants.
- 4.9 **“Interactive Process”** The interactive process is an informal contact involving both the requesting party and the determining party, where the precise job limitation(s) resulting from the disability is identified and potential reasonable accommodations that could overcome those limitations are discussed.
- 4.10 **“Major Life Activities”** Major life activities include, but are not limited to: caring for oneself, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working, and the operation of major bodily functions. Also includes major bodily functions including, but not limited to functions of the immune, digestive, neurological, respiratory, circulatory, endocrine and reproductive systems, normal cell growth, bowel, bladder and brain.
- 4.11 **“Qualified Individual with a Disability” (EMPLOYMENT)** A person with a disability who satisfies the requisite skill, experience, education, and other job-related requirements of the employment position the individual holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of the position.
- 4.12 **“Qualified Individual with a Disability” (PUBLIC PROGRAM OR SERVICE RECIPIENT)** For purposes of receiving services, education or training, qualified individuals with disabilities are disabled persons who meet the essential eligibility requirements established by the service, education, or training.

4.13 **“Reasonable Accommodation”** means:

- a. Modification(s) or adjustment(s) to a job application process that enable a qualified applicant with a disability to be considered for the position or public program that the qualified applicant desires;
- b. Modification(s), adjustment(s), or change(s) to a job or work environment or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or
- c. Modification(s) or adjustment(s) that enable an employee or program participant with a disability to enjoy equal benefits and privileges of employment or public service and/or program as are enjoyed by other similarly situated employees or program participants.
- d. Only individuals who have an actual disability, or who have a record of a disability are entitled to accommodations; individuals who are regarded as having a disability are not entitled to accommodations.
- e. Reasonable accommodations are determined on a case-by-case basis.

4.14 **“Regarded As”** means that the person either:

- a. Has an impairment that does not substantially limit a major life activity;
- b. Has an impairment that substantially limits a major life activity only as a result of the attitudes of others toward them; or
- c. Does not have any impairment but is treated by an entity as having an impairment.

4.15 **“Request for accommodation”** A verbal or written request for modification or adjustment in the work environment, application process, or public service and/or program from an individual with a disability and/or their representative. It includes requests for modifications of rules, policies, practices, removal of architectural, communication or transportation barriers and/or a provision of auxiliary aids and services.

4.16 **“Substantially Limits”** generally means inability to perform a major life activity that the average person in the general population can perform or restricted as to the condition, manner, or duration under which an individual can perform a particular major life activity as compared to the average person in the general population can perform. This should be broadly interpreted without consideration of mitigating measures such as:

- Medication, medical supplies, equipment, or appliances, low-vision devices (which do not include ordinary eyeglasses or contact lenses), prosthetics including limbs and devices, hearing aids and cochlear implants or other implantable hearing devices, mobility devices, or oxygen therapy equipment and supplies;
- Use of assistive technology;
- Reasonable accommodations or auxiliary aids or services; or
- Learned behavior or adaptive neurological modifications.

4.17 **“Sufficient Medical documentation”** Describes the nature, severity, and duration of the employee’s impairment, the activity, or activities that the impairment limits, and the extent to which the impairment limits the employee’s ability to perform the activity or activities; and substantiates why the requested reasonable accommodation is needed.

In contrast, documentation is insufficient if it does not specify the existence of an ADAAA disability and explain the need for reasonable accommodation; the health care professional does not have the expertise to give an opinion about the employee’s medical condition and the limitations imposed by it; the information does not specify the functional limitations due to the disability; or other factors indicate that the information provided is not credible or is fraudulent.

4.18 **“Task Analysis”** The Task Analysis is a form that is completed by a medical professional who evaluates an employee’s physical ability to perform his/her essential job functions.

4.19 **“Undue Hardship”** Undue hardship is defined as a request that poses a significant negative impact on the expenses and/or resources of the organization. Such an impact is determined by the cost of the accommodation in relation to the size, total financial resources, legitimate safety concerns, nature and structure of the employer’s business and the facility providing the accommodation. In this case, all finances and resources under Maryland State Government will be considered for MSDE requests. MSDE has a statutory obligation to provide a reasonable accommodation only if such a modification or adjustment does not cause an undue hardship. Undue hardships are determined on a case-by-case basis.

In accordance with the State of Maryland Reasonable Accommodation Policy and Procedures specific factors are considered for undue hardship analysis:

- The nature and net cost of the accommodation needed under this part, taking into consideration the availability of outside funding;
- The overall financial resources of the facility or facilities involved in the provision of the reasonable accommodation, the number of persons employed at such facility and the effect on expenses and resources;
- The type of operation or operations of the employer including the composition, structure, and functions of the workforce of the employer, and the geographic separateness and administrative or fiscal relationship of the facility or facilities in question to the employer;
- Legitimate safety concerns; and
- The impact of the accommodation upon the operation of the facility, including the impact on the ability of other employees to perform their duties and the impact on the facility’s ability to conduct business.

5. GENERAL

- 5.1 It is the policy of MSDE to maintain full compliance with the accessibility and reasonable accommodation requirements of the ADAAA, as applicable. No employee, applicant or program participant shall be retaliated against for seeking reasonable accommodation(s) for a disability.
- 5.2 COVID-19: The EEO laws, including the ADAAA and Rehabilitation Act, continue to apply during the time of the COVID-19 pandemic, but they do not interfere with or prevent employers from following the guidelines and suggestions made by the CDC or state/local public health authorities about steps employers should take regarding COVID-19. An employee who was already receiving a reasonable accommodation prior to the COVID-19 pandemic may be entitled to an additional or altered accommodation, absent undue hardship.
- 5.3 The employer is not required to provide the reasonable accommodation that the employee wants. The employer may choose among reasonable accommodations if the chosen accommodation is effective.
- 5.4 **Responsibilities**
 - 5.4.1 The Office of Equity Assurance and Compliance (OEAC) is responsible for monitoring the ongoing efforts of all covered entities to comply with this policy.
 - 5.4.2 All levels of management of covered entities shall be responsible for implementing this policy, with respect to the programs operated by that unit.
 - 5.4.3 All covered entity staff are obligated to respond timely to requests for reasonable accommodations received from program participants. Designated management shall ensure accessibility and equal access to programs operated by the unit.
 - 5.4.4 Designated management, human resources personnel, and OEAC staff shall respond in a reasonable time frame regarding requests for reasonable accommodations received from covered entity staff.
 - 5.4.5 The OEAC will provide technical assistance to all covered entity staff related to reasonable accommodations requests, program accessibility, and non-discrimination against individuals with disabilities.
 - 5.4.6 The OEAC will monitor the efforts of covered entities to implement this policy and provide recommendations to enhance the effectiveness of the program's efforts to comply.

5.4.7 **Employees** requesting accommodations are responsible for submitting their request to the Director, MSDE Office of Equity Assurance and Compliance (OEAC) or their designee (Employment ADA AAA requests).

Covered entity staff are responsible for receiving and immediately forwarding ADA AAA requests from **program participants, or the general public**, to the Director, OEAC, and or their designee to analyze the requests.

5.4.8 Designated Parties must review and analyze requests to determine whether the accommodation(s) requested can be provided, absent undue hardship to the covered entity. Designated parties must inform the requesting party of the determination of the reasonable accommodations request in writing.

5.4.9 Covered entity staff shall not ask, harass, bully, or treat individuals less favorably due to their disabilities.

5.4.10 Covered entity staff shall not discriminate against any person due to their association with an individual with a disability within the meaning of the ADA AAA.

6. REQUESTING REASONABLE ACCOMMODATIONS

- 6.1 For employment related matters, requests for reasonable accommodations shall be made to the Director, OEAC, or their designee. (These individuals will be noted as the designated party or parties.)
- 6.2 For public program/service-related matters, requests may be made to covered entity staff or the Director, OEAC, or their designee. (These individuals will be noted as the designated party or parties.)
- 6.3 ADA/AA reasonable accommodation requests may be made in writing or verbally. While MSDE encourages that the Request for Accommodation Form be completed and submitted by the requesting party for recordkeeping purposes, the law does not require the request be made in writing; the interactive process must begin once MSDE becomes aware of the written or verbal request. Information requested on the ADA/AA form is necessary to effectively analyze a request, whether provided verbally or in writing.
- 6.4 Once the request has been made, the designated party will engage in an interactive process to clarify the request and request that the employee or participant submit medical documentation, if necessary. (e.g., if the medical limitation is not obvious and/or the nexus between the accommodation request and the self-identified disability is unclear.
- 6.5 Requests will include communications with both the requesting party and covered entity about the nature of the reasonable accommodation request, the possibilities of granting the accommodation and alternatives for resolving the matter.
- 6.6 After all necessary documentation has been received from the employee or program participant, the designated party (and other applicable parties) may meet to make determinations for the accommodation request.
 - 6.6.1 The medical documentation should explain the disability and functional limitations. The medical documentation must also substantiate why the requested reasonable accommodation is needed.
 - 6.6.2 The designated party should not request documentation that is unrelated to determining the limitation and the necessity for an accommodation (e.g., requesting entire medical records or asking the requesting party's health care provider to reveal limitations not related to the request).
 - 6.6.3 In employment related matters, if medical documentation does not address specific concerns held by the employer regarding the employee's

ability to perform the essential functions of the job, the employee should be asked to have their health care provider complete and return a task analysis. If the task analysis is not returned in a timely manner (e.g., within 14 calendar days) or remains unclear, the employee may be referred to the State Medical Director for the completion of the task analysis. Upon receipt of the task analysis and no or minimal improvement in the performance of essential job functions over a reasonable timeframe, (e.g., 30 days), the employee may be referred to the State Medical Director for a workability evaluation, if the referral is consistent with business necessity.

- 6.6.4 Covered entities shall give primary consideration to the ADA's reasonable accommodation requested but are not required to provide the exact reasonable accommodation(s) that the requesting party wants. The covered entity may choose among reasonable accommodations as long as the chosen accommodation is effective.
- 6.6.5 The ADA does not require that covered entities accommodate an employee without a disability based on the disability-related needs of a family member or other person with whom the employee is associated.
- 6.6.6 Employees who are on continuous FMLA are not eligible for ADA's Reasonable Accommodations under the Americans with Disabilities Amendments Act, 2008.
- 6.6.7 All medical recommendations for reasonable accommodations must have a beginning and end date.
- 6.7 Employees referred to the State Medical Director are required to report for the evaluation, with all expenses incurred by MSDE. After such evaluation, the State Medical Director will make a determination regarding the employee's ability to perform the essential functions of the job, with or without reasonable accommodation.
- 6.8 The employee or program participant must be promptly notified of the outcome of their accommodations request after the interactive process has been completed and all necessary documentation is reviewed.
- 6.9 Employee requests shall be processed within 30 days of receipt of the request, if possible. If additional time is needed, the designated party shall advise the employee in writing of an extension and the amount of time needed.
- 6.10 Information obtained by the employer regarding the medical condition, or history of the applicant or employee, must be maintained on separate forms and in separate files from the personnel record. This information is treated as a

confidential medical record. The ADAAA permits an employer to share medical information with the following individuals:

- a. relevant supervisors and managers may be told about necessary restrictions on the work or duties of an employee and about reasonable accommodations, but private medical information will not be disclosed,
- b. first aid and safety personnel may be told if the disability might require emergency treatment,
- c. government officials investigating compliance with the ADAAA,
- d. state workers' compensation offices, state second injury funds, or workers' compensation insurance carriers

6.11 Covered entities are required to recognize disabilities caused by pregnancy or childbirth as temporary disabilities for all job-related purposes and shall explore with the employee all possible means of providing the reasonable accommodation throughout the duration of the employee's pregnancy without creating an undue hardship to the employer.

- a. This law requires that under these circumstances, the pregnancy be treated as a temporary disability under any health or temporary disability insurance or sick leave plan available in connection with employment.
- b. Employers may require medical documentation from an employee's health care provider regarding the medical advisability of a reasonable accommodation to the same extent certification is required for other temporary disabilities. The certification shall include: date a reasonable accommodation is medically advisable; probable duration; explanation as to the medical advisability of the reasonable accommodation.
- c. A notice regarding reasonable accommodations due to pregnancy shall be posted in a conspicuous location and included in the covered entity's handbook.

6.12 Medical Parking Requests are subject to the MSDE Parking Policy and Procedure.

6.13 COMAR 17.04.03.16 (D) requires that the reasonable accommodation process is documented in writing. This includes the specific accommodations that are considered, offered, rejected by the employee or denied by management, as well as reasons for the denial. All approved accommodations shall and must be documented. This information shall and must be stored separately from the requesting party's personnel record.

6.14 In accordance with COMAR 17.04.03.16(D), the appointing authority shall prepare an appropriate task analysis sheet and request that an examining physician complete and return it before an applicant is denied employment or an employee is involuntarily demoted or separated for medical reasons.

7. APPEAL RIGHTS: DENIAL of REQUEST for REASONABLE ACCOMMODATION

- 7.1 Employees are advised in writing of the department's reason for denying a request for reasonable accommodation.
- 7.2 Employees have the right to file a complaint of discrimination with the Director, OEAC within one year of receiving the denial of the reasonable accommodation(s) decision.
- 7.3 Employees dissatisfied with OEAC's complaint determination may submit a request for an appeal to the Office of the Statewide Equal Employment Opportunity Coordinator (OSEEOC), 301 West Preston Street, Suite 607, Baltimore, MD 21201, and (410) 767-3800. This appeal must be made in writing to OSEEOC no later than 10 calendar days from the date of OEAC's determination.
- 7.4 Employees have a right to file a complaint of discrimination with the Maryland Commission on Civil Rights and the U.S. Equal Employment Opportunity Commission.
- 7.5 For Title II ADA requests -If the response by the Director, OEAC does not satisfactorily resolve the issue, the complainant and/or their designee may appeal the decision within 15 calendar days after receipt of the OEAC's determination to the State Superintendent of Schools or his/her designee.

8. CONFIDENTIALITY

- 8.1 All documents concerning an employee's reasonable accommodation request shall and must be maintained in the employee's confidential file, separate from the employee's official personnel file, in accordance with applicable confidentiality laws and regulations.

Pursuant to the Annotated Code of Maryland, State Personnel and Pensions §5-214, information obtained as part of an investigation conducted under this subtitle is confidential within the meaning of Title 10, Subtitle 6 of the State Government Article.

9. ADAAA PRE-EMPLOYMENT and POST EMPLOYMENT

- 9.1 Covered entity staff generally may not ask disability-related questions or require medical examinations until after an applicant has been given a conditional job offer.
- 9.2 Covered entity staff, serving in a recruitment capacity, may ask all applicants to describe or demonstrate how they would perform the job during the interview process.
- 9.3 Covered entity staff, serving in a recruitment capacity, are permitted at the pre-offer stage to ask limited questions about reasonable accommodations if they reasonably believe that the applicant may need an accommodation because of an obvious or voluntarily disclosed disability, or where the applicant has disclosed a need for accommodation
- 9.4 Covered entity staff may not ask any questions about the nature or severity of the disability pre-offer. However, after making a conditional job offer, an employer may ask any disability-related question or require a medical examination if all individuals selected for the same job are asked the same questions or made to take the same examination.
- 9.5 Covered entities may not refuse to hire an applicant because they require ADAAA accommodation to compete for or perform the job.
- 9.6 Covered entities shall inform applicants how to request ADAAA reasonable accommodations when posting positions and scheduling interviews.

10. COMPLIANCE

- 10.1 OEAC shall track all requests for employment related reasonable accommodations, within their respective department(s), and report the information annually, to the Department of Budget and Management, Office of the Statewide EEO Coordinator, by October 15th of each year.

Each principal MSDE unit and other covered entities identified by MSDE, shall report the following information, upon request to OEAC:

- a. The job classification title of requesting party, accommodation requested, accommodation provided, dates of request and outcome;
- b. When the requesting party is a program participant, the report should note "participant" and name of program/service in lieu of a job classification title.
- c. When an accommodation request is denied, the reason for the denial and denial date shall be included in the report.

10.2 MSDE Internal Complaint Investigations

Any person who alleges discrimination on the basis of disability, including alleged failure to accommodate, in the provision of employment, services, activities, programs or benefits by MSDE, may file a complaint with the OEAC. All complaints or suspicions of potential discrimination, harassment or retaliation will be promptly investigated.

Internal complaints may be filed in writing or by contacting the Director, OEAC, or an OEAC designee. Employment discrimination complaints filed with OEAC must be filed no later than one (1) year after the alleged violation. Complaints alleging harassment must be filed within two (2) years after the alleged violation that is the basis for the complaint. Discrimination complaints filed by program participants, or the general public must be filed no later than 60 days of the alleged violation by contacting:

Delinda Johnson Blake, Director
Office of Equity Assurance and Compliance
Maryland State Department of Education
200 West Baltimore Street | Baltimore, Maryland 21201
Office: (410) 767-1126 | Cellular: (443) 928-8236
delinda.blake1@maryland.gov

10.3 External Complaint Investigations

Employees and applicants for employment may file external complaints of alleged discrimination within 300 days of the alleged violation, with:

The Equal Employment Opportunity Commission,
GH Fallon Federal Building
31 Hopkins Plaza, Suite 1432
Baltimore, Maryland 21201
1-800-669-4000 (Phone)
410-209-2237 (Phone)
410-962-4270 (Fax)
Website: <https://www.eeoc.gov/>

Employees and applicants for employment, may file an external complaint, within 300 days (two (2) years for harassment claims) of the alleged violation and members of the public may file a complaint within six (6) months of the alleged violation with:

Maryland Commission on Civil Rights
6 St. Paul Street, Suite 900
Baltimore, Maryland 21202
410-767-8600 (Phone)
410-333-1841 (Fax),
Website: <https://mccr.maryland.gov/Pages/default.aspx>

As an alternative to contacting, the Maryland Commission on Civil Rights, a program participant may file, within 180 days of the alleged violation, with:

U.S. Department of Education
Office for Civil Rights
400 Maryland Avenue, SW
Washington, DC 20202-1100
1-800-421-3481; Fax: 202-245-6840; TDD: 877-521-2172
Email: OCR@ed.gov

U.S. Department of Justice Civil Rights Division
950 Pennsylvania Ave., NW
Washington, DC 20530
1-877-292-3804 or 202-514-4092; Fax: 202-514-8337; TDD: 202-353-3926
Email: education@usdoj.gov

Complaints may be filed with any one of the external agencies and OEAC simultaneously.

10.4 Discipline

Any employee found to have violated the ADAAA and/or other applicable regulations prohibiting discrimination may be subject to disciplinary action that includes, but is not limited to reprimand, demotion, suspension, and/or dismissal/termination.

11. RETALIATION

- 11.1 It is unlawful to retaliate against individuals for opposing an alleged discriminatory activity or engaging in protected activity, including but not limited to, requesting ADAAA reasonable accommodations and participating in the investigation of an alleged violation of discrimination. Any employee found to have violated regulations and/or laws prohibiting retaliation may be subject to disciplinary action, which includes, but is not limited to reprimand, demotion, suspension, or dismissal/termination.

12. REFERENCES

The Americans with Disabilities Act Amendments Act of 2008

<https://www.ada.gov/pubs/adastatute08.htm>

Olmstead: Community Integration for Everyone

[Olmstead: Community Integration for Everyone -- Home Page \(ada.gov\)](#)

State Government Article Title 20

<https://law.justia.com/codes/maryland/2020/state-government/title-20/>

17.04.03.16. Medical Examination and Employee Medical Evaluation

<http://mdrules.elaws.us/comar/17.04.03.16>

EEOC Disability Discrimination

<https://www.eeoc.gov/disability-discrimination>

EEOC Pre-Employment Inquiries and Disability

<https://www.eeoc.gov/pre-employment-inquiries-and-disability>

Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the ADA

<https://www.eeoc.gov/laws/guidance/enforcement-guidance-reasonable-accommodation-and-undue-hardship-under-ada>

What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws

<https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>

State of Maryland Reasonable Accommodations Policy and Procedure

https://dbm.maryland.gov/eo/Documents/ReasonableAccommodations_2022.pdf

State Personnel and Pensions – Equal Employment Opportunity - Confidentiality

[Annotated Code of Maryland, State Personnel and Pensions §5-214](#)

MSDE/OEAC: 6/20/2024