



Supporting
Employees
Through the
ADA
Interactive
Process.

AMERICANS WITH DISABILITIES ACT

Collin County complies with the Americans with Disabilities Act (ADA), and may make reasonable accommodations to assist disabled individuals to perform essential functions of their jobs.

A reasonable accommodation is available to you so long as the accommodation does not create an undue hardship for the County and can be provided without posing a substantial or imminent safety risk.

The ADA defines a disability as: A person has a disability if he or she has a physical or mental condition that substantially limits a major life activity (such as walking, talking, seeing, hearing, learning, or operation of a major bodily function).

If you have a disability as defined under the ADA, but are able to perform the essential functions of your job with a reasonable accommodation, you are responsible for making the request for an accommodation.

Each request will be considered under the ADA and will be reviewed through the interactive process with you, your department, your doctor, and Human Resources. Please understand that submitting a request for an accommodation does not guarantee the accommodation will be approved and that alternative accommodations may be provided where applicable.

If you would like more information, please contact Human Resources at 972-548-4606