

## **E. AMERICANS WITH DISABILITIES ACT (ADA)/ HUMAN RIGHTS**

It is the policy of the Greater Lafourche Port Commission to consider qualified applicants with disabilities in its hiring process. If an applicant with a disability is qualified for a position that is available and can perform the important parts of the job, either without help or with a reasonable amount of help, that person shall be considered on an equal basis with any other applicants who apply for the job.

The Commission aspires to hire the best qualified individual for every position. Employees are hired based on their abilities, not their disabilities. The Commission shall reasonably accommodate access by persons with disabilities to any location where job interviews will be conducted. Questions asked in interviews will be designed to determine whether the candidate is the best qualified person for the job and will not delve into topics not reasonably related to the position for which the candidate is applying.

If any employee feels he has been subject to discrimination based on disability, he may file a complaint by following the Commission's grievance resolution procedure. Any employee ultimately found guilty of discrimination will be subject to disciplinary action up to and including termination.

The Greater Lafourche Port Commission shall in no way retaliate against anyone who asserts the rights provided by ADA or any human rights law of the State of Louisiana.