

Reasonable Accommodation Roundtable

October 17, 2017

Resource Links | Reassignment to Vacant Position

Resource	Summary	Web Link
American with Disabilities Act 42 U.S. Code section 12111	Definitions section (9)(b): The Term Reasonable Accommodation may include...reassignment to vacant position	https://www.law.cornell.edu/uscode/text/42/12111
EEOC: Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under ADA	Defines reassignment to vacant position as a possible accommodation	https://www.eeoc.gov/policy/docs/accommodation.html
2 CCR 11065 (p)(2)(N): Definitions	Definitions Section (p)(2)(N) defines examples of Reasonable Accommodation	https://govt.westlaw.com/calregs/Document/I7D0D5F6F02064B09BB18C50AE51A2A8F?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default)
2 CCR 11068 (d)	Reasonable Accommodation: Reassignment to a vacant position	https://govt.westlaw.com/calregs/Document/I1A90B18CAFCC4555B229643372695880?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default)
CalHR Rule 250	No impact to RA process	http://www.calhr.ca.gov/state-hr-professionals/Pages/rule-250-faqs.aspx
Government Code section 19253	Authority for employee to request voluntary demotion to vacant position	https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=19253.&lawCode=GOV
Government Code section 19253.5 (c) and (d)	Authority to medically demote or transfer employee	https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=GOV&sectionNum=19253.5
Government Code section 19253.5 (h)	Reinstatement Rights	https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=GOV&sectionNum=19253.5