



MONTGOMERY COUNTY BOARD OF EDUCATION

Expanding Opportunity and Unleashing Potential

850 Hungerford Drive ♦ Room 123 ♦ Rockville, Maryland 20850

BILL: HB0312
TITLE: Discrimination in Employment - Reasonable Accommodations for Applicants With Disabilities
DATE: 2/11/2020
POSITION: SUPPORT
COMMITTEE: Economic Matters
CONTACT: Danielle M. Susskind, Coordinator, Legislative Affairs
[Danielle M Susskind @mcpsmd.org](mailto:Danielle_M_Susskind@mcpsmd.org)

The Montgomery County Board of Education (Board) **supports** HB0312.

The proposed legislation would confirm the importance of reasonable accommodations to ensure that qualified applicants with disabilities have a fair opportunity to access employment with Montgomery County Public School (MCPS), consistent with the Americans with Disabilities Act and other federal laws. Specifically, the proposed legislation identifies specific accommodations to ensure the application process is accessible.

Providing these accommodations is consistent with MCPS' approach to implementing non-discrimination requirements of applicable federal and state laws, as well as Board Policy ACA, Nondiscrimination, Equity, and Cultural Proficiency.

This proposed legislation is also consistent with MCPS' goal of expanding opportunities for career readiness for our students with disabilities, and the work that our Office of Special Education undertakes to support students with disabilities with the necessary resources, tools, supports and professional development needed to ensure students a successful transition into further education, employment, and full participation in their community.

For these reasons, the Board **supports** this legislation and urges a favorable report.