

MOTION BY SUPERVISOR HILDA L. SOLIS

May 13, 2025

Ensuring Accessibility Protocols for Employees with Disabilities

Los Angeles County prides itself as an employer of choice. With a workforce of over 117,000, the County employs the diversity that it represents and serves. This includes employees with disabilities. Employees with disabilities have legal protections pursuant to federal and State laws, ensuring equal opportunities in all aspects of employment. The Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA) prohibit discrimination based on disability and require employers to engage in an interactive process to identify reasonable accommodations in response to an employee’s medical restrictions.

In March of 2022, the Department of Human Resources (DHR) introduced a Countywide framework for addressing all employee disability compliance issues; this comprehensive framework was developed to ensure that ADA/FEHA issues were addressed comprehensively and standardized across all departments. To support the rollout of the County’s Disability Management & Compliance (DMC) framework, practitioners performing this work at the department level were required to complete a two-part training program. In June 2023, DHR revised and implemented new Countywide Policies, Procedures, and Guidelines (PPGs) that govern providing

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reasonable accommodation and engaging in the interactive process for County employees. Underscoring its commitment to ensuring that employees, managers, and department executives are knowledgeable about the Countywide DMC framework and the County's obligations under the law, DHR created several new programs and resources.

As an employer of choice, the County is committed to ensuring its workforce is engaged in a timely and good-faith reasonable accommodation process. It is critical to ensure that all managers and supervisors understand ADA/FEHA principles, the County's DMC framework, and their individual role and responsibilities to employees under the law; likewise, it is essential that all employees are aware about their rights under the law and how the County's DMC framework operates to support their disability-related needs.

I, THEREFORE, MOVE that the Board of Supervisors direct the Department of Human Resources, in consultation with the Office of the County Counsel, Aging and Disabilities Department, and the Commission on Disabilities to report back in writing within 90 days with an analysis of existing trainings and programs, along with a gap analysis that would inform how to maximize awareness and education about the County's DMC framework and existing policies and procedures governing ADA/FEHA, as well as outreach and education at all levels of employment across the County of Los Angeles.

AGN. NO. _____

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