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## Maryville Public Library Policy

### Section C: PERSONNEL

**Subject 203:** Accommodations for ADA and medical marijuana Page 1 of 1

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## Personnel policy related to disabilities and prescription drugs

In accordance with the Americans with Disabilities Act (ADA) and the Missouri Human Rights Act (MHRA), Maryville Public Library will provide work-related adjustments or reasonable accommodations to qualified individuals with disabilities or medical conditions that prevent or interfere with performance of their job duties. The process of determining appropriate work adjustments/accommodations is based on interactive communication between management and people with disabilities. Determinations of whether requests for work adjustments/accommodations are reasonable are based on individual circumstances. The ADA and the MHRA require that an individual be able to perform the essential functions of his/her position, with or without reasonable accommodation.

**Disability:** An individual is considered to meet the legal definition of disability if he or she has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment.

**Reasonable Accommodation:** A reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things usually are done that enables a person with a disability to perform the essential duties of their job.

**Undue Hardship:** An employer is not required to provide an accommodation if it would impose an undue hardship on the operation of the business. The concept of undue hardship includes any action that is unduly costly, extensive, substantial, disruptive, or would fundamentally alter the nature or operation of the business.

### PROCEDURE FOR REQUESTING ACCOMMODATION

Any applicant for employment or current employee may request a reasonable accommodation regarding a disability. Requests for short-duration changes in work schedules or absences may be covered under the Family and Medical Leave Act (FMLA) and employees may request such leave directly from supervisors (Policy C:201)

**PRESCRIPTION MEDICATIONS:** Any employee of the Library with a current physician's prescription for the possession and use of medication, marijuana, or other derivative products, regardless of form, based on local, county, and State law may utilize any said medically authorized and directed substance but shall refrain from use in such a way that would otherwise disturb other employees or patrons by the creation of smoke, vapor, or odor. **All library standards regarding workplace safety, performance, and behavior still apply as do restrictions listed in Policy C:202: Drug & Alcohol-Free Workplace.**

Employees requiring ingestion of any product of marijuana, THC, or other cannabinoids via smoke, vapor, or similar method, shall be given reasonable accommodation for the same including designated usage area outside of the building. All possession and use of the same shall otherwise be based on the laws of the local city, county, and State as applicable.