

GOVERNMENT OF THE VIRGIN ISLANDS

DEPARTMENT OF PUBLIC WORKS

AMERICANS WITH DISABILITY ACT (ADA) POLICY STATEMENT

It is the Policy of the Department of Public Works (DPW) not to discriminate against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation job training and other terms, conditions, and privileges of employment. A qualified employee or applicant with a disability is an individual who with or without reasonable accommodation can perform the essential function of the job in question.

An individual with a disability is a person who:

- 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.

The Department of Public Works will provide reasonable accommodation to any employee, applicant for employment, volunteer, contractor, program participant, or member of the public if it does not impose an undue hardship on the Department.

The Department of Public Works strictly prohibits retaliation against any employee or applicant exercising rights granted by the ADA. Any coercion, intimidation, threats, harassment or interference in the exercise of any employee or applicant's rights granted under the ADA, or the encouragement of someone else's exercise of rights granted by the ADA, is strictly prohibited.

The Department of Public Works has established a separate grievance procedure for any applicant or employee who has a reason to believe that they have been unlawfully discriminated against by the Department of Public Works on the basis of a disability. The separate ADA grievance Procedure is not intended to prohibit an applicant or employee from utilizing the existing grievance procedures and grievants are not required to exhaust either grievance procedure prior to filing a complaint with an applicable local or federal agency.

To request an employment or workplace accommodation, contact the Department's Director of Human Resources. For any other type of accommodation, contact the Department's Office of Civil Rights at (340) 773-1290 ext. 2242.


Gustav James PE
Commissioner



DPW is an Equal Opportunity Employer with Equal Opportunity Program