

**Harney Education  
Service District**

Code: **GDCA**  
Adopted: 6/11/03  
Readopted: 2/13/13  
Orig. Code(s): GDCA

**Posting of Vacancies**

Classified vacancies will be posted at least five working days prior to closing the application period. All postings will be provided in an appropriate format to ensure effective communications with all individuals, including those with disabilities.

All postings will notify applicants that equal employment opportunity and treatment shall be practiced by the ESD. The employee's duties under the Americans with Disabilities Act, including the duty to reasonably accommodate upon request and with appropriate advance notice, will be clearly stated.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125\(7\)](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).  
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212.  
Title II of the Genetic Information Nondiscrimination Act of 2008.  
Section 503 of the Rehabilitation Act of 1973.