



**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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August 5, 2011

DLIR Directive No. DLIR 2011-01

TO: Division Administrators, Office Heads, District Office Managers, and
Heads of Administratively Attached Units

SUBJECT: POLICY STATEMENT ON REASONABLE ACCOMMODATIONS FOR
PERSONS WITH DISABILITIES

The Department of Labor and Industrial Relations (DLIR) is committed to a policy that no qualified person with a disability will, solely on the basis of that disability, be excluded from participation in, denied benefits of, or otherwise be subjected to discrimination in employment or participation in any program or activity within the DLIR. Our assessment of persons with disabilities will be based on their abilities, not their disabilities.

A "person with a disability" is any person who has a physical or mental impairment as defined under applicable federal or state statutes, which substantially limits one or more major life activities; has a record of such an impairment; or is regarded as having such an impairment; including, but not limited to, such diseases and conditions as orthopedic, visual, speech, hearing, muscular dystrophy, epilepsy, cancer, heart disease, diabetes, emotional illness, and Acquired Immune Deficiency Syndrome (AIDS). The DLIR is committed to providing equitable services, including making reasonable accommodations for employees, applicants, participants, applicants for participation, and applicants for employment to ensure full participation in DLIR programs. Reasonable accommodations may include payment for any interpreter services that may be necessary.

Managers and supervisors of the DLIR shall ensure that this policy is carried out in accordance with applicable federal and state laws, state administrative policies, civil service rules, and collective bargaining agreements. This policy replaces DLIR Directive 2010-01, and shall be displayed prominently on bulletin boards.

DWIGHT TAKAMINE