

# CDFA Jobs For All Abilities

The California Department of Food & Agriculture's (CDFA) Disability Awareness Committee (DAC) with the guidance of CDFA's Office of Civil Rights is working towards finding resources and assisting those with disabilities to find jobs within CDFA.

“Our department’s workforce must be as diverse and inclusive as the vibrant agricultural community that we serve. We are committed to ensuring that CDFA recruits the best possible staff regardless of their disability status to ensure that we are fulfilling our mission for our constituents.” – CDFA Secretary, Karen Ross

## LEAP

“The **Limited Examination and Appointment Program (LEAP)** is an alternate examination and appointment process for the recruitment and hiring of individuals with disabilities into State service.”

California Department of Rehabilitation (DOR) will assist those with disabilities sign-up for the LEAP Program.

<https://www.dor.ca.gov/Home/LEAP>

## RA

“**Reasonable Accommodation (RA)** is any modification or adjustment to a job, the work environment, or in the way things are customarily done, that enables a qualified individual with a disability to have equal employment opportunity.”

California Department of Human Resources (CalHR) offers more information on RAs or email [CDFA’s Office of Civil Rights \(CDFA.OCR\\_Civil\\_Rights@cdfa.ca.gov\)](mailto:CDFA.OCR_Civil_Rights@cdfa.ca.gov).

CalHR:

<https://www.calhr.ca.gov/state-hr-professionals/Pages/Reasonable-Accommodation.aspx>

**More helpful resources to assist those with a disability find a job at CDFA**

- [CDFA Office of Civil Rights \(https://www.cdfa.ca.gov/exec/ocr/\)](https://www.cdfa.ca.gov/exec/ocr/)
- [CDFA Disability Advisory Committee \(https://www.cdfa.ca.gov/exec/ocr/DAC/\)](https://www.cdfa.ca.gov/exec/ocr/DAC/)