

## Avenues ADA Compliance Policy

The American with Disabilities Act (ADA) and the American with Disabilities Amendments Act (ADAA) are federal laws that require employers with 15 or more employees to not discriminate against applicants and individuals with disabilities and, when needed, to provide reasonable accommodations to applicants and employers who are qualified for a job, with or without reasonable accommodations, so that they may perform the essential job duties of the position.

It is the policy of Avenues to comply with all federal and state laws concerning the employment of persons with disabilities and to act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Furthermore, it is the company policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

When an individual with a disability requests accommodation and can be reasonably accommodated without creating an undue hardship or causing a direct threat to workplace safety, he or she shall be given the same consideration for employment as any other applicant. Applicants who pose a direct threat to the health, safety and well being of themselves or others in the workplace when the threat cannot be eliminated by reasonable accommodation will not be hired.

Avenues will reasonably accommodate qualified individuals with a disability so that they can perform essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation or if the accommodation creates undue hardship to Avenues. Contact the Avenues Human Resource Program Manager with any questions or request for accommodation.