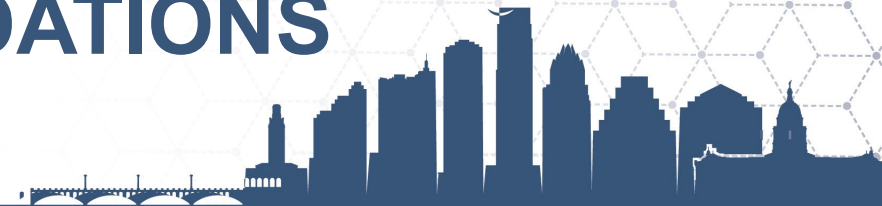




**HRD** | HUMAN  
RESOURCES  
DEPARTMENT  
**EMPLOYMENT ACCOMMODATIONS**



**Americans with Disabilities (ADA) Office**

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# APPLICANTS



Applicants with disabilities can request accommodations during application, interview, pre-employment testing, on-boarding.

# EMPLOYEES

A white silhouette of a city skyline with various skyscrapers and buildings, positioned in the upper right corner of the slide.

Employees with disabilities can request accommodations that will enable them to perform all of the essential functions of their job.

# ADA REASSIGNMENT PROGRAM

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If accommodations are not able to be identified, employees are eligible to seek reassignment through the ADA Reassignment Program as the accommodation of last resort.



# APPEALS PROCESS

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The ADA procedure contains an appeal process for employees who disagree with the outcome of their request.