

Reasonable Accommodation Process

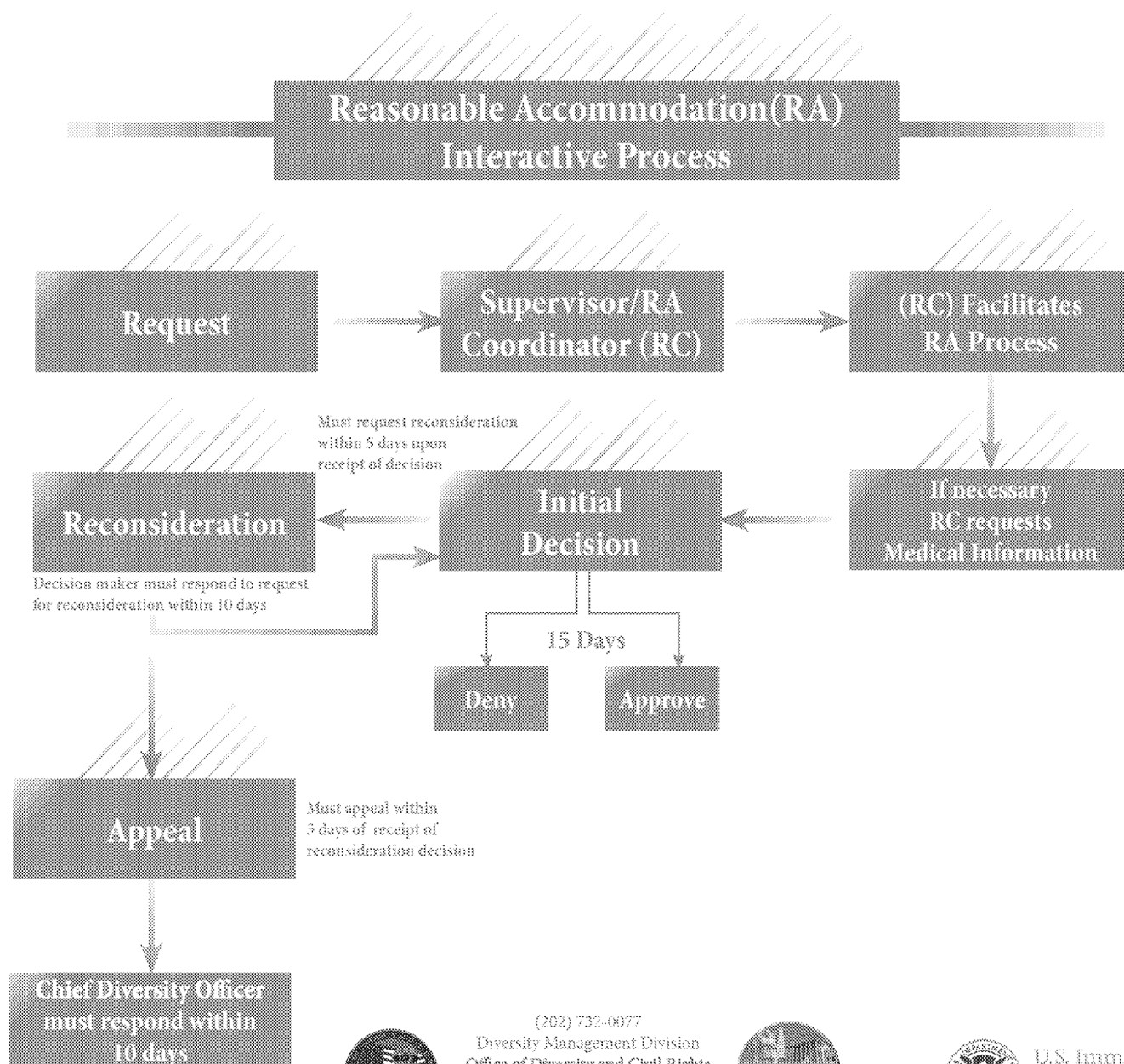
Key Definitions

Reasonable Accommodation (RA) - Adjustment or change in the application process or in the work environment that will allow a qualified individual perform the essential functions of their job or enjoy the benefits and privileges of employment.

Disability - Physical or mental impairment that substantially limits one or more major life activities, a record of such impairment, or being regarded as having such an impairment.

Qualified Individual - An individual with a disability who satisfies the requisite skill, experience, education, and other job-related requirements of the position held or desired and who, with or without reasonable accommodation, can perform the essential functions of that position.

(RA) Interactive Process Players - Requester, RA Coordinator (RC), OHC Medical Officer, Disability Program Manager, and Chief Diversity Officer.



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