

Good Samaritan Health & Wellness Center
Policies and Procedures

Subject: Accommodations for Individuals with Disabilities Policy #: 1.13

Prepared by: _____ Revision #: _____

Approved by: Board of Directors

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1.13 Accommodations for Individuals with Disabilities

The Center is committed to hiring qualified individuals without regard to disability in compliance with the Americans with Disabilities Act of 1990. The Center shall ensure accessibility to the hiring process for individuals with disabilities by making interview facilities and processes physically accessible.

If accommodations are needed to conduct essential functions on the job, a review process shall be initiated by Administration regarding the feasibility and reasonableness of various accommodation options, which may include, but not limited to:

- Accessibilities of facilities
- Job restructuring by reallocation of essential functions
- Altering how the essential functions are performed
- Obtaining or modifying equipment used to perform job
- Reassignment of the individual to another vacant position for individuals already employed
- Modifying work schedules

The Center shall not be required to provide reasonable accommodations if:

- Providing such accommodations would cause undue hardship based on:
 - The nature and cost of the accommodation needed
 - The financial resources of the Center
 - The negative impact that the accommodations would create on operations;

The Individual would pose significant risk to the health and safety of others (employees, patients, or visitors), which could not be eliminated or reduced by reasonable accommodation.

Outside resources, such as independent medical evaluators, may be utilized in determining an individual's ability to perform essential job functions and reasonable accommodation options if internal resources are deemed not adequate in making these judgments.