**Title: 2060 Americans with Disabilities Act and Reasonable Accommodations**

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|  | **2060 Americans with Disabilities Act and Reasonable Accommodations**  The Diocese of Altoona-Johnstown complies with the Americans with Disabilities Act, the Pregnancy Discrimination Act, the Pregnant Worker’s Fairness Act, the Providing Urgent Material Protections for Nursing Mothers Act, and all applicable fair employment practices and law, and is committed to providing equal employment opportunities to qualified individuals with disabilities, including disabilities related to pregnancy, childbirth, and associated conditions. Consistent with this commitment, the Diocese and its locations will provide reasonable accommodation to qualified individuals where appropriate, to allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship to the Diocese or its locations.  The Diocese and its locations must be made aware that an employee needs an accommodation in order to consider appropriate steps. If an employee requires an accommodation because of a disability, it is the employee’s responsibility to notify his/her supervisor and provide relevant information in support of the needed accommodation.  After receiving the employee’s request, Human Resources will engage in an interactive dialogue with the employee to determine the precise limitations of the disability and explore potential reasonable accommodations that could overcome the limitations. Where appropriate, it may be necessary to get the employee’s permission to obtain additional information from the medical provider. All medical information received in connection with such a request will be treated as confidential.  Employees are encouraged to suggest specific reasonable accommodations that the employee believes may allow him or her to perform the job. However, the Diocese and its locations are not required to provide the specific accommodation requested and may provide an alternative accommodation to the extent any reasonable accommodation can be made without imposing an undue hardship on the Diocese or its locations. |