



## Americans With Disabilities Act (ADA) Policy

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### **Policy Statement:**

It is UCAN's policy not to discriminate against qualified individuals with disabilities as required by the Americans with Disabilities Act of 1990 ("ADA"), the ADA Amendments Act of 2008 ("ADAA") and by applicable state and local law. UCAN will not discriminate against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment.

UCAN will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. If an employee has a disability and needs a workplace accommodation, the employee should request and discuss the need for an accommodation either with their supervisor or the Human Resources Department at the earliest opportunity.

It is UCAN's policy that no employee shall be retaliated against for exercising, in good faith, their rights under the ADA or applicable state or local law.