



POLICY ON COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

1. Purpose

Bainbridge Island Senior/Community Center is committed to providing equal employment opportunities to qualified individuals with disabilities and ensuring compliance with the Americans with Disabilities Act (ADA) and applicable state and local laws.

We will not discriminate against any qualified individual with a disability in any aspect of employment, including recruitment, hiring, training, promotion, compensation, benefits, or termination. Reasonable accommodations will be provided unless doing so would cause undue hardship to the company.

An employee or applicant who meets the skill, experience, education, and other job-related requirements and can perform the essential job functions with or without reasonable accommodation is qualified. Reasonable accommodation means any modification or adjustment to a job, work environment, or the way tasks are performed that enables a qualified individual with a disability to perform essential job functions.

Employees may request an accommodation verbally or in writing to their supervisor or the executive director. Requests should include a description of the limitation, and the type of accommodation sought. Medical documentation may be requested if necessary to evaluate the request. Upon receiving a request, the company will engage in a timely, good-faith interactive process with the employee to identify possible accommodations.

All medical information and accommodation requests will be kept confidential and shared only with those involved in the accommodation process.

Employees will not be retaliated against for requesting an accommodation or participating in the accommodation process.

Our ADA compliance officer is Executive Director Reed Price, reed@biseniorcenter.org.

You can also contact the BISCC Board of Directors president, president@biseniorcenter.org