

Employees With Disabilities Or Who Are Pregnant

Nondiscrimination:

[COMPANY NAME] will fully comply with all requirements of the Americans with Disabilities Act as Amended (ADAAA), the Pregnancy Discrimination Act (PDA), and the Virginia Human Rights Act (VHRA).

It is the Company's policy not to discriminate against qualified individuals with disabilities or who are pregnant and to provide reasonable accommodations as required by law to otherwise qualified applicants or employees with disabilities or pregnancy-related impairments in all employment practices, including job application procedures, hiring, advancement, job assignments, leaves of absence, transfers, layoffs, demotions, discipline, discharge, compensation, fringe benefits and job training. Employment opportunities will not be denied to an otherwise qualified applicant or employee because of the need to make a reasonable accommodation to the physical, mental, or pregnancy-related impairment(s) of such individual.

It is the Company's intention to hire, employ or promote the best qualified candidate for a job, regardless of whether the individual is disabled or pregnant. When requested by an otherwise qualified applicant or employee with a disability or pregnancy-related impairment to do so, the Company is prepared to modify or adjust the job application process or the job or work environment to make "reasonable accommodation" to the known physical or mental limitations of the applicant or employee to enable the applicant or employee to be considered for the position they desire, to perform the essential functions of the position in question, or to enjoy equal benefits and privileges of employment as are enjoyed by other similarly situated associates without disabilities, unless the accommodation would impose an "undue hardship" on the operation of the Company's business.