

AMERICANS WITH DISABILITIES ACT (ADA)-Reasonable Accommodations

~~RAILS supports~~In Accordance with the Americans with Disabilities Act (ADA) as amended, ~~and~~ Title VII of the Civil Rights Act, the Illinois Human Rights Act and any local law, RAILS ~~and will attempt to~~ provide reasonable accommodations for employees with disabilities in the workplace and for employees with sincerely held religious beliefs seeking accommodation, unless such accommodations would present an undue hardship for RAILS.

Reasonable accommodations will be provided as required by law and apply to all eligible applicants and employees. ~~Reasonable accommodations will be provided throughout the employment process, and include hiring practices, job placement, training, pay practices, promotion and demotion policies and layoff and termination procedures.~~

A qualified person with a disability is any individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the job the individual has or wants, and does not pose a direct threat to the health or safety of themselves or other individuals in the workplace. A qualified person eligible for an accommodation may also include an employee who requires a workplace accommodation in order to practice their religion.

Contact the Human Resources Department for further clarification regarding RAILS' policy on reasonable accommodation or to request a reasonable accommodation in the workplace.

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