

Accommodation of Disability and Pregnancy

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that guarantees people with disabilities equal access to employment opportunities as well as public accommodations, state and local government services, and telecommunications.

Garrett-Evangelical makes a reasonable accommodation for the known physical or mental limitation of an otherwise qualified individual with a disability. This includes applicants or employees who can or would be able to perform the essential functions of the job, with or without reasonable accommodation, without posing a threat to themselves or to other employees. Examples of reasonable accommodation include altering equipment or work spaces, job restructuring, modified work schedules, or flexible leave policies.

An employee who has a disability and needs an accommodation should notify the Human Resources Department, detailing proposed accommodations for Garrett-Evangelical to consider. Human Resources will lead an informal process with an employee and the employee's supervisor to identify the accommodation(s) that could be made to help the employee successfully conduct their work at the Seminary.

Employees who are pregnant, in accordance with the Illinois Pregnancy Accommodation Act, also are eligible for accommodations – such as more frequent or longer bathroom breaks, assistance with manual labor, or private, non-restroom space for breastfeeding.

Garrett-Evangelical may decline to make an accommodation if it would impose an undue hardship on the Seminary or if it would entail eliminating essential functions of an employee's job. If an employee believes an accommodation is not effective or that different or additional accommodations are needed, they should contact the Human Resources Department.

Disability information is treated as confidential and will be shared with Seminary personnel on a need-to-know basis. The Human Resources Department is the administrative office responsible for managing, implementing, and coordinating activities at Garrett-Evangelical to be in compliance with the Americans with Disabilities Act.