



## Reasonable Accommodations

The Library supports the Illinois Human Rights Act, The Americans with Disabilities Act as amended, and Title VII of the Civil Rights Act, and will attempt to provide reasonable accommodations for:

- A pregnant individual, which includes any individual affected by pregnancy, childbirth, or medical or common conditions related to pregnancy or childbirth. For more information regarding employees' rights on pregnancy in the workplace, download the Illinois Department of Human Rights fact sheet at <https://dhr.illinois.gov/> or refer to the "Pregnancy Rights Notice" located in the NPLD Policy Book.
- A qualified individual with a disability, which includes 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; and
- An individual who requests reasonable accommodations that will allow them to practice their religion.

Reasonable accommodations apply to all employees and applicants and include, but are not limited to, accommodations related to hiring practices, job placement, training, pay practices, promotion and demotion policies, access to benefits, facility and services accessibility, and layoff and termination procedures.

Contact the Library Director for further clarification regarding the Library's policy on reasonable accommodations or to request a reasonable accommodation in the workplace.