

AMERICANS WITH DISABILITIES ACT POLICY STATEMENT

The OBPA is committed to complying with all applicable provisions of the Americans with Disabilities Act (ADA). The OBPA's policy is not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability as long as the employee can perform the essential functions of the job with or without reasonable accommodations. The OBPA will provide reasonable accommodations, as defined by the ADA, provided that such accommodation does not constitute an undue hardship on the OBPA. Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact Human Resources. Any questions regarding the OBPA ADA policy should be directed to the Human Resources.