

2.05 INDIVIDUALS WITH DISABILITIES

CMI fully supports the Americans with Disabilities Act (ADA) and New York State Human Rights Laws which make it unlawful to discriminate in employment against a qualified individual with a disability. The company prohibits discrimination against employees and applicants with disabilities in all aspects of employment. Our company's commitment to this policy includes making reasonable accommodations to persons with disabilities to enable them to perform the essential functions of their jobs, unless to do so poses an undue hardship on the company or a direct threat to health or safety.

OUR COMMITMENT

The employee or applicant should make the company aware of his or her need for an accommodation by notifying Human Resources. The company will work with each individual to define their job-related or application-related needs and to try to accommodate those needs. Employees may not refuse to work alongside co-workers who have disabilities.

QUALIFIED INDIVIDUALS WITH DISABILITIES

Qualified individuals with disabilities are defined as individuals with disabilities who can perform the essential functions of the job in question with or without reasonable accommodation. The term disability is defined by applicable law.

REASONABLE ACCOMMODATION

Reasonable accommodation is any change or adjustment to a job, the work environment or the way things usually are done that enables a qualified individual with a disability to perform the essential functions of the job and that does not pose an undue hardship for the company or create a direct threat to health or safety.

DETERMINING APPROPRIATE ACCOMMODATIONS

Frequently, when a qualified individual with a disability requests a reasonable accommodation, the appropriate accommodation is easily agreed upon. The individual may recommend an accommodation based on his or her life or work experience. The ultimate decision as to whether a particular accommodation will be made rests with the company. When the appropriate accommodation is not obvious, the company will assist the individual in identifying one. If more than one accommodation will enable the individual to perform the job, the company reserves the right to choose which accommodation it will make.