**Company Employee Disability Policy**

**POLICY BRIEF AND PURPOSE**

The employee disability policy of our organization defines our accommodations for people with disabilities. We want to make our facilities, services, goods, and equipment accessible to everyone while maintaining their dignity, independence, and equality of opportunity.

**SCOPE**

This policy applies to all prospective or current employees, as well as contractors and visitors, who have a disability of any sort that limits them in some way.

**COMPONENTS OF POLICY**

We've taken steps to guarantee that people with disabilities can move around safely and easily, and that they can take full advantage of our facilities.

This policy covers, but is not limited to, the following disabilities:

- Medical conditions that necessitate the use of a wheelchair or other mobility aid.

- Physical limitations that limit day-to-day activities (e.g. walking up the stairs, opening doors, reading signs etc.)

- Impaired vision, hearing, speech, or mental abilities

- Situations that necessitate assistance or ongoing medical attention.

Other circumstances are subject to the company's discretion and will be considered on an individual basis.

For those with disabilities, we have a number of options. We have the following:

- [Incorporated accessible formats into our daily communications (e.g., a website that is accessible to screen readers.)]

- [Ramps were placed at strategic locations to aid wheelchair movement.]

- [Disabled parking places are located on the left side of the road.]

We accept assistance equipment, service animals, and support people to stay on our premises for as long as they are needed. We will have a sign in areas where animals are prohibited by law or corporate policy (e.g. in laboratories), and receptionists or other personnel are required to advise individuals with disabilities.

Anyone who encounters any issues, malfunctions, or inadequacies is encouraged to report them to their immediate supervisor or HR.