

Occupational Safety

Policy:

Reasonable Accommodation

The Company is committed to providing reasonable accommodations to known physical or mental limitations of an otherwise qualified employee with a disability, as that term is defined by law, unless the accommodation would impose an undue hardship on the Company.

The Company will not 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 so long as the employee can perform the essential functions of the job. Reasonable accommodation may be, depending on all the circumstances, modification or adjustment to the work environment, to the methods and procedures of an employee carrying out his or her duties, or to remove non-essential functions of the position, that enables an employee with a disability to perform the essential functions of the job, and to enjoy equal benefits and privileges of employment.

If an employee requires a reasonable accommodation, he/she should speak with their manager or supervisor. Delos encourages individuals with disabilities to come forward and identify any reasonable accommodations that may be necessary to effectuate performance of perform essential job functions. The Company may request a physician's statement documenting the need for the requested accommodation and other pertinent information. Data concerning disabilities shall be kept confidential and shall only be disseminated on a need to know basis.