

Workplace Accommodations Notice

Salem Health Hospitals and Clinics is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, gender expression, pregnancy, childbirth, or any related medical conditions, or any other status protected by federal, state, local law or any other classification protected by federal, state, or local law.

In accordance with Oregon law, (ORS 659A.029-659A.030), Salem Health Hospitals and Clinics provides reasonable accommodations for known physical or mental disabilities of an applicant or employee, including limitations related to pregnancy, childbirth, lactation or a related medical condition, unless the accommodation would cause an undue hardship. Among other possibilities, reasonable accommodation could include:

- Acquisition or modification of equipment or devices;
- More frequent or longer break periods or periodic rest;
- Assistance with manual labor; or
- Modification of work schedules or job assignments.

Employees and job applicants have a right to be free from unlawful discrimination and retaliation

For this reason, Salem Health Hospitals and Clinics will not:

- Deny employment opportunities based on a need for reasonable accommodation to known limitations related to pregnancy, childbirth, or related medical condition, including lactation.
- Deny reasonable accommodation for known limitations, unless the accommodation causes undue hardship.
- Take an adverse employment action, fire, demote, discriminate or retaliate because the applicant or employee has inquired about, requested or used a reasonable accommodation.
- Require an applicant or an employee to accept an accommodation that is unnecessary to perform the essential duties of the job or accept an accommodation that the worker does not have a known limitation for.
- Require an employee to take family leave or any other leave, if the employer can make reasonable accommodation listed.

To request an accommodation, email The Standard at ADAservices@standard.com to initiate the interactive process by including your first and last name, contact information, and reason for accommodation request.

To discuss concerns or questions about this notice, please contact your supervisor, or submit an Ask HR ticket through MyHR to review with a Salem Health Leave Administrator.