



EXCERPTED FROM PERSONNEL POLICIES

APPROVED BY BOARD OF DIRECTORS ON APRIL 26, 2012

SECTION 200: 207 EQUAL OPPORTUNITY EMPLOYER

Changing Tides Family Services is an equal opportunity employer. It is Changing Tides Family Services' policy to provide equal employment opportunities to all qualified individuals regardless of race, color, creed, religion, national origin, gender, sexual orientation, age, disability, veteran status, or other status protected by law. Changing Tides Family Services will provide reasonable accommodation to qualified applicants and employees with a known protected disability or for an employee's religious beliefs providing the accommodation does not cause undue hardship to Changing Tides Family Services or cause a direct threat to health and safety as defined by the Americans with Disabilities Act or applicable state law.

As part of its commitment to make reasonable accommodations of protected disabilities, Changing Tides family Services also wishes to participate in a timely, good faith, interactive process with the disabled applicant or employee to determine effective reasonable accommodations, if any, that can be made in response to a request for accommodations. Applicants and employees are invited to identify reasonable accommodations that can be made to assist them to perform the essential functions of the position they seek or occupy. They should contact the Human Resources Manager as soon as possible to request the opportunity to participate in a timely interactive process. By working together in good faith, Changing Tides Family Services hopes to implement any reasonable accommodations that are appropriate and consistent with its legal obligations.

Carol A. Hill, Executive Director | Donna Miller-Michaud, Deputy Director

Child Care Services/Subsidies/Referrals | Special Needs Services | Mental Health Services | Parent Supports