

VI. APPENDIX A

DHS policies are posted on our website and can be accessed at:

<http://www.dhs.state.or.us/policy/admin/hrlist.htm>

The DHS policy and procedures prohibiting Non-discrimination against individuals with disabilities is posted on the DHS Website and can be found at:

http://www.dhs.state.or.us/policy/admin/exec/010_005.htm

DHS policies related to Gender-specific services are posted on our Website:

<http://www.dhs.state.or.us/policy/admin/execlist.htm>

The DHS Harassment-Free Workplace Policy can be found on our Website:

http://www.dhs.state.or.us/policy/admin/hr/060_013.htm

Reasonable Accommodation Policy Statement from the DHS Employee Handbook: Reasonable accommodation is a modification to a job, the work environment, application process or the ways things are usually done that enables a qualified person with a disability to enjoy equal employment opportunity.

Employees with disabilities are protected from discrimination in the workplace. Nondiscrimination may include (but not always) providing reasonable accommodation to allow an individual to perform the essential functions of the job.

Employees who believe they may need an accommodation to do their job effectively must request help in seeking an effective accommodation from their supervisor. You need to contact your Human Resource Generalist if you would like additional information. Upon completion, the Reasonable Accommodation Policy* and procedures will be available at:

www.dhs.state.or.us/policy/admin/hr/060_034.htm

*Policy is currently being revised and will be posted on the above listed website before the start of the 2007 biennium.