saif

Employee Workplace Accommodations Notice

SAIF Corporation 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, or any other classification protected by law.

SAIF will make reasonable accommodations for known physical or mental disabilities of an applicant or employee as well as known limitations related to pregnancy, childbirth, or a related medical condition, such as lactation, unless the accommodation would cause an undue hardship. Among other possibilities, reasonable accommodations could include:

- Acquisition or modification of equipment or devices
- More frequent or longer break periods or periodic rest
- Assistance with manual labor
- 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, SAIF **will not**:

- Deny employment opportunities on the basis of a need for reasonable accommodation
- Deny reasonable accommodation for known limitations, unless the accommodation would cause an undue hardship
- Take an adverse employment action, 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
- Require an employee to take family leave or any other leave if the employer can make reasonable accommodation instead

To request an accommodation or to discuss concerns or questions about this notice, please contact any one of our supervisors or the employee relations specialist in the human resources department. Email hrer@saif.com, or please call 503.373.8040 to be directed to a member of the employee relations team.