

The Village of Woodlawn is committed to complying with all applicable provisions of the Americans with Disabilities Act, as amended (“ADA”). It is the Village’s policy not to 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.

Consistent with this policy of non-discrimination, the Village of Woodlawn will provide reasonable accommodations to a qualified individual with a disability, as defined by the ADA, who has made the Village aware of his or her disability, provided such accommodation does not constitute a hardship on the Village.

Although pregnancy itself is not a disability, employees may have impairments related to their pregnancies that qualify as disabilities under the ADA. The Village of Woodlawn does not discriminate against individuals whose pregnancy-related impairment constitutes a disability under the ADA and will make such reasonable accommodations if needed, provided that the accommodation does not result in a hardship on the Village.

Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact their supervisor, department head, or the Municipal Manager to discuss potential accommodations.