

**ILLINOIS DEPARTMENT ON AGING**  
**REASONABLE ACCOMODATION POLICY**

In compliance with the U.S. Americans with Disabilities Act of 1990 and the Illinois Human Rights Act, it is the policy of the Illinois Department on Aging to reasonably accommodate the known physical or mental limitations of otherwise qualified applicants and employees with disabilities. The Illinois Department on Aging recognizes the right of a qualified applicant or employee with a disability to request accommodation to the job application procedure and to any aspect of his/her subsequent employment with the agency.

It is the responsibility of the Illinois Department on Aging to provide accommodation to qualified applicants and employees with disabilities, when such accommodation does not pose an undue hardship to the operation of the agency's business.

The agency Equal Employment Opportunity Officer and the Americans with Disabilities Act Coordinator can provide further information about the agency's policy in this area.

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Signature of Agency's Chief Executive Officer

Date