



HERITAGE
Financial Credit Union

Accommodations of Individuals with Disabilities

The Credit Union is committed to complying with the Americans with Disabilities Act (“ADA”), the New York State Human Rights Law (“NYSHRL”), and all applicable laws providing for nondiscrimination in employment against qualified individuals with disabilities.

To that end, the Credit Union is committed to providing reasonable accommodations for qualified individuals with known disabilities to allow them to perform the essential functions of their jobs, unless doing so would create an undue hardship or present a direct threat to health and safety. The Credit Union will work with applicants and employees who have disabilities to develop reasonable accommodations. Individuals in need of an accommodation are encouraged to inform Employee Operations of any physical or mental disability and to suggest appropriate methods of reasonable accommodations. The failure to volunteer this information will not subject an individual to any adverse treatment or penalty. All information concerning disabilities will be considered confidential and will be released only in accordance with applicable legal requirements.

Employees requiring accommodations or who may have concerns or questions relating to this policy should contact Employee Operations.