



## Reasonable Accommodation Policy

1. AmeriCorps encourages individuals with disabilities to participate as national service providers through the AmeriCorps programs. AmeriCorps prohibits any form of discrimination against persons with disabilities in recruitment, as well as in service. Under Federal law, any program receiving Federal funds is required to comply with the requirements of the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act.
2. No qualified individual with a disability shall, by reason of disability, be excluded from participation in or be denied the benefits of the Program, services, or activities of the program, or be subjected to discrimination by the Program. Nor shall the Program exclude or otherwise deny equal services, programs, or activities to an individual because of the known disability of an individual with whom the individual is known to have a relationship or association. According to the ADA, the term “disability” means, with respect to an individual, a physical or mental impairment that substantially limits one or more of the individual’s major life activities, a record of having such an impairment, or being regarded as having such an impairment. “Major life activities” means functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.
3. A “qualified individual with a disability” is an individual with a disability who with or without reasonable accommodations meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the Program. Reasonable accommodations may include modifying rules, policies, or practices; the removal of architectural, communication, or transportation barriers; or the provision of auxiliary aids and services.
4. The Program shall make reasonable accommodations in policies, practices, or procedures when the accommodations are necessary to avoid discrimination on the basis of disability, unless the program can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity, and/or impose an “undue hardship.” A reasonable accommodation may include making facilities readily accessible to and usable by individuals with disabilities; job restructuring; part-time or modified schedules; acquisition or modification of equipment or devices, training materials or policies; etc.
5. Applicants who want to request reasonable accommodations for their interview, and members who want to request reasonable accommodations during their service year, should contact Maria E. Infante, TerraCorps Chief Experience Officer, at [minfante@terracorps.org](mailto:minfante@terracorps.org).
6. **Confidentiality:** Information provided regarding their disability, by a potential member or a member, shall be kept confidential, except that appropriate supervisors, managers, and safety and health personnel may be informed regarding any restrictions in service duties or

necessary accommodations. Government personnel may be provided information in compliance with various laws and regulations.

7. **Self-Identification:** A potential member or a member with a disability is not required to disclose information about any physical or mental limitations, whether or not one believes it will interfere with their capability to perform the essential functions of the position sought or held. If they would like, however, for the Program to consider any special arrangements to accommodate a physical or mental impairment, they may identify that impairment, describe the functional limitations that result from that impairment, and suggest the type of accommodation that they believe would be appropriate. Medical verification of the condition may be requested for the member to be protected under Section 504 of the Rehabilitation Act.