



INTERNATIONAL LIFEGUARD CRITICAL INCIDENT RESPONSE ALLIANCE

Americans with Disabilities Act (ADA) – Applicants

This policy applies to applicants for employment who are U.S. citizens or are located in or applying for positions in the domestic U.S.

The Americans with Disabilities Act (ADA) prohibits discrimination against qualified individuals on the basis of disability in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, or other terms, conditions, and privileges of employment. ILCIRA abides by all provisions of the ADA and strictly prohibits violation of its provisions.

Under the ADA, the term “disability” is defined to include an individual with (a) a physical or mental impairment that substantially limits one or more major life activities; (b) a record of such an impairment; or (c) being regarded as having such an impairment.

A “qualified individual” is defined to mean an individual who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.

The ADA requires covered employers to make reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or team member, absent an undue hardship on the operation of the business. If you would like to request an accommodation in connection with the application or interview process, you should email: accomodations@ilcira.org Once submitted, the ILCIRA HR Team will review the request, contact you within a reasonable time frame, and will engage in the interactive process with you to provide a reasonable accommodation unless doing so would cause undue hardship. ILCIRA will also document each request and retain those records as required by 29 C.F.R. § 1602.14.

You can contact the HR Team regarding a pending case/accommodation request by emailing: accomodations@ilcira.org