



NOTICE TO EMPLOYEES POSTED PURSUANT TO A CONSENT DECREE BETWEEN THE EEOC AND DEPENDABLE HEALTH SERVICES

This Notice is being posted as part of the resolution of a lawsuit filed by the Equal Employment Opportunity Commission (EEOC) against Dependable Health Services (“DHS”) in the United States District Court for the District of Maryland, Greenbelt Division (*EEOC v. Dependable Health Services*), Civil Action No. 8:17-cv-02316-GJH). The EEOC brought this action to enforce provisions of the Americans with Disabilities Act (ADA), as amended by the Americans with Disabilities Amendments Act of 2008, which prohibits discrimination on the basis of disability.

DHS will not engage in any acts or practices made unlawful under the ADA. Under the ADA, the term “discriminate” includes not making reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability.

The term “reasonable accommodation” may include: reassignment to a vacant position; reinstatement to an employee’s original position; granting employees reasonable amounts of unpaid medical leave; job restructuring, part-time or modified work schedules; acquisition or modification of equipment or devices, making existing

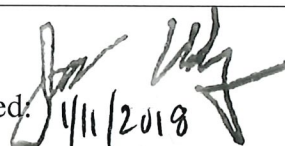
facilities used by employees accessible to and usable by individuals with disabilities; and other such accommodations.

Employees or job applicants should report instances of discriminatory treatment to a supervisor, manager, or human resources by calling (210) 736-4300, extension 11. DHS has established policies and procedures to promptly investigate any such reports and to protect the person making the reports from retaliation, including retaliation by the person who allegedly committed the discrimination.

Individuals are also free to make complaints of employment discrimination directly to the Baltimore Field Office, George H. Fallon Federal Building, 31 Hopkins Plaza, Suite 1432, Baltimore, Maryland 21201 or by calling 866-408-8075 / TTY 800-669-6820. General information may also be obtained on the Internet at www.eeoc.gov.

Owner

Date Posted:


4/11/2018