



Diversity Statement

The Conductive Learning Center of North America is committed to equality. This statement speaks to this commitment as does our history. All members of our organization – board, staff, and students – will demonstrate respect for each other regardless of our differences. All of us will be sensitive in our actions, words, and deeds. We will demonstrate these sensitivities in our-classrooms, offices, and meeting places. We will work to maintain the diversity of our Board of Directors, clients, and staff and appreciate the differences each brings to this organization regardless of age, gender, race, ethnicity, religion, or disability.

Disability Accommodation

We are committed to complying with all applicable provisions of the Americans with Disabilities Act ("ADA"). It is our policy not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability so long as the employee can perform the essential functions of the job with or without a reasonable accommodation. Consistent with this policy of nondiscrimination, we will provide reasonable accommodations to a qualified individual with a disability, as defined by the ADA, who has made the organization aware of his or her disability, provided that such accommodation does not constitute an undue hardship on the organization.

Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact their supervisor or Human Resource Manager. We encourage individuals with disabilities to come forward and request reasonable accommodation.

An employee or job applicant who has questions regarding this policy or believes that he or she has been discriminated against based on a disability should notify the Human Resource Manager or the President. All such inquiries or complaints will be treated as confidential.

Equal Employment Opportunity Notice

CLC's employment practices are based on job qualifications without regard to race, color, national origin, religion, age, gender, gender identity or expression, sexual orientation, marital status, height, weight, disability, genetic information or any classifications protected by applicable law. Employees who believe this policy has been violated must speak with their supervisor. Employees who believe that the supervisor has not or cannot adequately address the problem, must speak with the Human Resources Manager or the President.