



C. Definitions

increased development of a disease or disorder. For example, women who carry a gene established to statistically lead to breast cancer are protected under California law. Southwestern will not subject, directly or indirectly, any employee or applicant to a test for the presence of a genetic characteristic.

D.

individual to suggest specific reasonable accommodations that they believe would allow the requesting individual to perform the essential functions of their job. However, Southwestern is not required to make the specific accommodation requested and may provide an alternative, effective accommodation, to the extent any reasonable acc

Policy to Prevent

3. Effect on Pending Personnel Actions

Filing an accommodation request will not stop or delay any evaluation or disciplinary action related to an employee not performing up to acceptable standards or violating Southwestern's rules or policies.

4. Retaliation

Individuals will not be retaliated against for requesting an accommodation for their disability in good faith. Southwestern expressly prohibits any form of discipline, reprisal, intimidation, or retaliation against any individual for requesting an accommodation in good faith. Individuals who believe that they have been treated in a manner inconsistent with this policy should notify Human Resources.