

ADA Disability Accommodations

POLICY CRITERIA:

Brief Policy Description: Establishes TrueBlue's policy on compliance with the Americans with Disabilities Act and providing of reasonable accommodations.

Revision Date: April 21, 2022

COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITIES:

TrueBlue, Inc. and its subsidiaries (hereinafter "TrueBlue") fully comply with the Americans with Disabilities Act ("ADA") and all applicable state and local fair employment practice laws and are committed to providing equal opportunity in employment to qualified persons with disabilities. All employment practices and activities are conducted, and employment decisions are made, on a non-discriminatory basis. TrueBlue does not discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions, and privileges of employment. TrueBlue is also committed to not discriminating against qualified employees or applicants because they are related to or associated with a person with a disability.

REASONABLE ACCOMMODATIONS POLICY FOR QUALIFIES APPLICANTS AND EMPLOYEES:

Consistent with these commitments, TrueBlue will make efforts to provide a reasonable accommodation to qualified applicants and employees if the reasonable accommodation would allow the individual to participate in the application process and/or perform the essential functions of the job. Pre-employment inquiries are made only regarding an applicant's ability to perform the duties of the position.

If you believe you need an accommodation because of your disability, please submit a request for a reasonable accommodation to the Employee Relations Department at HR-Advice@TrueBlue.com. Upon notice from an applicant or employee that an accommodation is needed, TrueBlue will engage in the interactive process to determine whether a reasonable accommodation can be made. TrueBlue will engage in interactive communications and make an individualized assessment to determine what accommodations are reasonable given the circumstances of each qualified individual. TrueBlue is not required to make the specific accommodation you request and may provide an alternative effective accommodation to the extent an accommodation can be made without imposing an undue hardship on TrueBlue. Medical leave may be provided as a reasonable accommodation, subject to appropriate documentation from the employee's medical provider. TrueBlue will follow any state or local law that provides individuals with disabilities greater protection than the ADA.

All employees are required to comply with the Company's safety standards. Current employees who pose a direct threat to the health or safety of themselves or other individuals in the workplace, whether or not the employee has requested an accommodation, will be placed on leave until an organizational decision has been made with regard to the employee's immediate employment situation and available accommodations.

MEDICAL INFORMATION:

If your disability or need for accommodation is not obvious, TrueBlue may ask you to provide supporting documents showing that you have a disability within the meaning of the ADA and applicable state or local laws, that your disability necessitates a reasonable accommodation, and what accommodation is necessary. If you fail to provide the requested information, your request for a reasonable accommodation may be denied.



TrueBlue will keep any medical information obtained in connection with your request for a reasonable accommodation confidential.

NO RETALIATION:

Individuals will not be harassed or retaliated against for requesting an accommodation in good faith. TrueBlue expressly prohibits any form of discipline, reprisal, intimidation, or retaliation against any individual for requesting an accommodation in good faith.

This policy is neither exhaustive nor exclusive. TrueBlue is committed to taking all actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state, and local laws.

QUESTIONS:

If you have any questions regarding the accommodation of a temporary employee, a regular employee, or for yourself, it is your duty to contact the Employee Relations Department at HR-Advice@trueblue.com.