

ADA Reasonable Accommodation Procedure

Tempus provides equal employment opportunities for qualified persons with disabilities, as defined and in compliance with the Americans with Disabilities Act, the Rehabilitation Act and all other federal, state and local laws.

Tempus will attempt to make reasonable accommodations to employees and applicants to enable them to perform the essential functions of the jobs for which they are otherwise qualified, unless the accommodations would cause an undue hardship. If you believe you require an accommodation, contact People Operations.

DISABILITY Tempus will make accommodations for qualified individuals with disabilities upon request unless doing so would result in an undue hardship, or constitute a direct threat to the individual seeking the accommodation's own health or safety, or the health or safety of others. If you feel you are a qualified individual with a disability and need an accommodation to perform your job, you should make such an accommodation request in writing to your manager with a copy to People Operations. All requests will be considered on a case-by-case basis and we will work with you to determine whether a reasonable accommodation is appropriate.

RELIGION Tempus will make accommodations to employees who require them for religious reasons unless doing so would cause an undue hardship.

PREGNANCY Tempus will make reasonable accommodations for known limitations related to pregnancy, childbirth and related medical conditions, and will make reasonable accommodations to known limitations related to additional break time for breastfeeding. Tempus will make the reasonable accommodations unless doing so would impose an undue hardship.

LACTATION BREAKS The Company will accommodate an employee who wishes to express breast milk during her workday when separated from her infant child. The Company will designate appropriate facilities for this purpose. Nursing mothers who wish to use the designated location to express breast milk can book a lactation room to do so.

QUESTIONS? REACH OUT TO US

People Operations
(833) 514-4187
people@tempus.com
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