

Employee Accommodations Statement
The Discovery Orchestra

Revision – approved at 4/21/21 Board meeting

The Discovery Orchestra will make reasonable job accommodations for all employees, with or without disabilities, with regard to office/work-place environment, break schedules, technological equipment etc. The Orchestra's current administrative office on the 2nd floor of The Oakes Center in Summit, New Jersey, is not accessible to persons in wheelchairs and/or with mobility impairments. However, staff members are allowed to work remotely per arrangements made with the Executive Director. Additionally, in-person meetings can be held in the common area on the first floor of the building, which is accessible to persons in wheelchairs and/or with mobility impairments. The Orchestra will utilize its ADA Grievance Procedure to handle employment complaints relating to ADA.