



REASONABLE ACCOMMODATION

JM Murray is committed to complying with the Americans with Disabilities Act (ADA), the New York Human Rights Law (NYHRL) and all applicable laws providing for nondiscrimination in employment against qualified individuals with disabilities. JM Murray will work with employees who have disabilities to develop reasonable accommodations that allow an individual the opportunity to perform the essential functions of his or her job in a safe and efficient manner. Employees are encouraged to inform Human Resources of any physical or mental disability and to suggest appropriate methods of reasonable accommodation. The failure to volunteer this information will not subject an employee to any adverse treatment or penalty. All information concerning disabilities will be considered confidential and will be released only in accordance with the requirements of the ADA and the NYHRL.