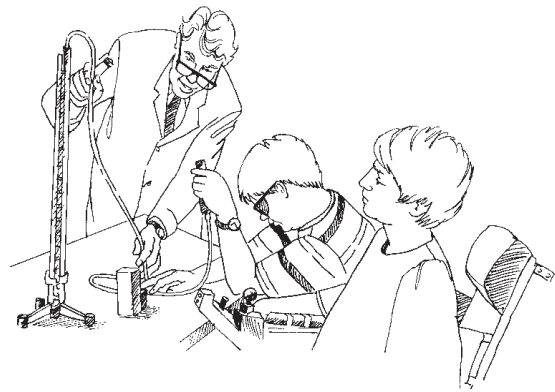


Working Together:



Legal Issues

GMjcb) S(c'Zh YFYUW]]Hjcb'5 WicZ% + ' ž hY5a Yf]Wbgk]h' 8]gU]]Hjg'5 WicZ% - Sž UbX'hY5a Yf]Wbgk]h' 8]gU]]Hjg'5 Wm 5a YbXa Yblg'cZ&S, 'dfc\]VhX]gM]a]bUjcb U Ubg]bXj]X] Ugk]h' X]gU]]Hjg'

5 WfX]b] 'lc ZXYFU' Uk žbc' ch' Yk]g'ei U]! ÚYX]bXj]X] U' k]h' UX]gU]]hmig' U' žgc' Ymi VmfYug'cb'cZ\]g'cf\ 'Yf' X]gU]]hmžVY' W' XYX' Zca' h' YdUf]VdUjcb]bžVYXb]YX'h' Y VbYU'g'cZcf VYg' VYmX'lc' X]gM]a]bUjcb' i bXf' Ubnidfc[fUa' 'cf' U]mj]hmcZUdi V]W Yb]hm'

ĪEi U]ÚYX' k]h' fYgd'Wm'lc' d'cg'g'WbXUfm YXi WjcbU' g'fj]Wg'za Ybg'Ī Ud'Yf'g'cb' k \c' a Yf'g'h' YUWX'a]WbX'h'Wb]W' g'f]bXUfXg' fYei]g'h'lc' U'Xa]gg'cb'cf' dUf]VdUjcb]b'h' Y YXi Wjcb'dfc[fUa' 'cf' U]mj]h'žk]h' 'cf' k]h'! ci hfYug'cbU'Ya cX]UWjcbg'lc' fi 'Yg'zdc']Wg'cf' dfU]Wg' /h' YfYa' c] U' cZUW]h'Wm' fUž W'a a i b]Wjcb'cf' hfUg'c'fUjcb' VUf]Yf'g'cf' h' Ydfcj]g'cb'cZU]]Ufm]U'Xg'UbX'g'fj]Wg'Ī

ĪDYf'g'cb' k]h' UX]gU]]hm' a Ybg'Ī Ubnid'Yf'g'cb' k \c' f'Ī\ U'g'Ud\ng'W'cf' a YbU']a dUfa Ybh k \]W'g' Vg'Ubh]U' m']a]g'cb'Ycf' a cfYa U'cf' ']Z'U]mj]Hjg'QbW' X]b] 'k U_]b] žg'Y]b] ž \YU]b] žgdYU_]b] žVfYU']b] ž' YUfb]b] žUbX' k cf_]b] Q'f'Ī\ U'g'Uf'Wf'X'cZg' W'Ub']a dUf] a Ybž'cf' f]L]g'fY] U'fYX'U'g' \U']b] 'g' W'Ub']a dUfa Ybh'

8]gU]]Hjg'Wj YfYX'Vm'Y]]g'Ujcb']bW' XY fM' hUfYbch']a]hX'lc' L5-8 Gž7 UbWfž 7 YfYFU' DU'gž8]UW]h'g'ž9d] 'Yd'gž \YU']b' f]Yg' \YU]b]]a dUfa Yblg'gd]W]U'WYUfb]b] ' X]gU]]Hjg' cgg'cZ']a Vg'Za i 'h'd' YG'Wf'c'g'g'ž A i gW'U'f'8 ng'fcd\ nžd'gnW]Uf]VX]g'cf'XYf'g'gd'Y'W']a dUfa Yblg'gd]bU' Wf'X']b' f]Yg'UbX' j]g'cb']a dUfa Yblg'

UW Identification and Accommodation Process

: UW'h'ia Ya V'fg'UbX'h'UW]b] 'Ugg]g'Ublg'U'fY YbWi fU' YX'lc' V'Yf'Yg'd'cb'g] Ylc' h' Yd'YXU' c]]! W' b'YX'g'cZU' 'g]i X'Yblg' < ck Yj Yfž'g]i X'Yblg' k]h' X]gU]]Hjg'a Um' \U' Ygca YUXX]h'cbU' YXi WjcbU' b'YX'g'k \]W'h' Ym'g'ci 'XX]g' Wgg'k]h' 'YUW'ZUW'h'ia Ya V'f' 'H'UW]b] 'Ugg]g'Ublg'Wb' Ugc' d'Um'Ub']a d'cf]U'bh'fc' Y]b'a U_]b] 'UW'a a cXUjcbg' =h]g' \ YdZ' 'lc']bW' XYU'g'U'Y'a Ybh'cb' h' YW'Ugg'gn' U' m' g']bj]h]b] 'g]i X'Yblg'k \c' \U' YX]gU]]Hjg'lc' X]g'W'gg'U'W'X'Ya]W'YX'g' '5 b'Y' Ua d'YcZ'g' W' U'g'U'Y'a Ybh]g'Ī H'c' f'Yei Yg]i U'W'X'Ya]W'U'W'a ! a cXUjcbg'Xi Ylc' UX]gU]]hmžd' YU'g'Y'Wb]h'U'W' 8]gU]]hm'f'Yg'ci fV'g'Z'cf' G'i X'Yblg'f'BF'Gž((, ' G'Wa]hmž&S'!) ('!', - &' f]c]V'U'c'f' &S'!) ('!', - &' f'H'U' =Z'nci \U' YU'Y'hm'f' Z'ca' '8FG]bX]W]h]]b] 'h' U'nci \U' YU'X]gU]]hm'k \]W'f'Yei]f'Yg' U'W'X'Ya]W'U'W'a a cXUjcbg'žd' YU'g'Y'd'f'Yg'bh' h' Y'Y'hm'f'lc' a Ygc' k Y'W'b' X]g'W'gg'h' YU'W'a ! a cXUjcbg'nci 'a] [\hb'YX']b' h']g'W'Ugg'Ī

5 'g]i X'Ybh'k]h' UX]gU]]hm'b'YX]b] 'U'W'a ! a cXUjcb'g'ci 'X'dfcj]X'Y'U'W']bg'fi W'cf' k]h' U'Y'hm'f' Z'ca' '8FG]bX]W]h]b] 'd'cg]V'Y' U'W'a a cXUjcbg' 'H' Y'ZUW'h'ia Ya V'f' W'b' h' Yb'k cf_ k]h' h' Yg]i X'Ybh'lc' a U_ Y'h' YUd! d'f'c'df]U'Y'U'W'a a cXUjcb'f'g'Z'cf' h' Ygd'Y'W'U'W' W'Ugg''

]bg'h'U'X'ž]ZU' f'Y'

a Ybh]g'b'ch'f'YU'W'Y'X'cb'Ub' U'W'a a cXUjcbž h' Y'ZUW'h'ia Ya V'f'g'ci 'X'W'b]h'U'W'8FG'Z'cf' Ugg]g'U'W'

=ZU'g]i X'Ybh'X'c'Yg'b'ch'd'f'Yg'Ybh'U'Y'hm'f' Z'ca' '8FG'UbX'X'c'Yg'b'ch' \U' YUj]g]V'Y'X]gU]]hmž h' Y'ZUW'h'ia Ya V'f'g'ci 'X'f'Y'Z'f' h' Yg]i X'Ybh'lc' '8FG'df]cf'lc' a U_]b] 'Ub' U'W'a a cXUjcb' Z'cf' UX]gU]]hm'

I K' ZUW'h'ia Ya V'fg'U'f'Y'Yb'Wi fU' YX'lc' U'dd'mi b]j Yf'gU' X'Yg] [b'df]b'V'd'Y'g']b' h' Yf']bg'fi W'jcb'lc' a]b]a]n'Y'b'Y'X'g'Z'cf' U'W'a ! a cXUjcbg'UbX'lc' a U_ Y'h' Yf' W'i f'g'Y'g'a cfY U'W'gg]V'Y'lc' U' 'g]i X'Yblg'": cf' a cfY]b'Z'fa U' h'cb' U'ci hi b]j Yf'gU' X'Yg] [b'cZ]bg'fi W'jcbž W'bg' 'h' "

Disability	Accommodations
@ck 'J]g'cb'	<ul style="list-style-type: none"> • 'GYU]b] 'b'YU'f'Z'c'bh'c'Z'h' Y'W'Ugg' • '@U] Ydf]bh' \Ub'X'ci]gž' U'g] [bgž'Ub'X'Yei]da Ybh'U'W'g' • 'A'cb]h'cf' W'bb'Y'W'X'lc' a]W'c'g'W'd'Y'lc' Yb'U'f] Y]a U' Yg' • '7'Ugg'Ugg] [ba Yblg'a U'X'Y'U'j U'U'Y]b' Y'Y'W'f'cb]W'Z'fa U'h' • '7ca di h'f' Yei]dd'Y'X'lc' Yb'U'f] Yg'W'Y'b' W'U'f'U'W'f'g'Ub'X']a U' Yg'
6]b'X'b'Ygg'	<ul style="list-style-type: none"> • '5i X]c!f'W'f] [3