



## **Equal Employment Opportunity/Reasonable Accommodation Policies**

The Bank is an Equal Employment Opportunity Employer and strives to comply with all applicable laws prohibiting discrimination based on race, creed, religion, color, national origin, sex, age, sexual orientation, gender identity, transgender status, predisposing genetic characteristics, status as a victim of domestic violence, citizenship, marital status, individuals with a disability, disabled veteran, veteran of the Vietnam era, recently separated veteran from the Armed Forces service, or other protected veteran, as well as any other category protected by Federal, State and Local laws. All such discrimination is unlawful and all Employees are prohibited from engaging in this type of conduct.

The Bank's policy is to fully comply with the reasonable accommodation requirements of the Americans with Disabilities Act (ADA) and other applicable federal, state or local law. Under the ADA, the Bank must provide reasonable accommodation to otherwise qualified applicants or Employees with disabilities, unless to do so would cause undue hardship. The Bank is committed to providing reasonable accommodations to ensure that qualified individuals with disabilities enjoy equal employment opportunities. The Bank provides reasonable accommodations in the following circumstances:

- a) When applicants with disabilities need accommodations to be considered for jobs;
- b) When Employees with disabilities need accommodations to enable them to perform the essential functions of jobs or to gain access to the workplace; and
- c) When Employees with disabilities need accommodations to enjoy equal benefits and privileges of employment.

The Bank is committed to taking all necessary actions to ensure equal employment opportunities for all applicants and employees in accordance with the ADA and all other applicable Federal, State, and Local laws. The Vice President, Human Resources has been designated as the Bank's Equal Opportunity Coordinator and has the overall responsibility of directing and implementing this policy and accepting requests for reasonable accommodation.

If you would like to discuss a reasonable accommodation please contact the Equal Opportunity Coordinator. - Jeanine Borko, Vice President, Human Resources, 845-790-1561, JBorko@Rhinebeckbank.com.