



Equal Employment Opportunity

La Posada Providencia is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Accommodations for Individuals with Disabilities: La Posada Providencia will make reasonable accommodations, as required by law, for the known physical or mental disabilities of an otherwise qualified applicant or employee, unless doing so would impose an undue hardship upon the La Posada Providencia's business operations. An accommodation is not reasonable if, even with the accommodation, the employee is unable to perform essential job duties in a manner that would not endanger the employee's health or safety of the employee or others.

Any applicant or employee who believes they require an accommodation in order to perform the essential functions of the job should contact their immediate supervisor to request such an accommodation. Employees should specify what accommodation they need to perform the job and submit supporting medical documentation explaining the underlying physical or mental disability and the basis for the requested accommodation. La Posada Providencia then will review and analyze the request, including engaging in an interactive process with the employee or applicant, to identify if such an accommodation can be made. La Posada Providencia will evaluate requested accommodations, and as appropriate identify other possible accommodations, if any. The employee will be notified of La Posada Providencia's decision regarding the request within a reasonable period. La Posada Providencia treats all medical information submitted as part of the accommodation process in a confidential manner.

La Posada Providencia will endeavor to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on La Posada Providencia's operations. If employees wish to request such an accommodation, they should contact their immediate supervisor.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of their immediate supervisor. La Posada Providencia will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. If employees feel they have been subjected to any such retaliation, they should contact their immediate supervisor. To ensure our workplace is free of artificial barriers, violation of this policy including any improper retaliatory conduct will lead to discipline, up to and including discharge. All employees must cooperate with all investigations.