



Americans with Disabilities Act (ADA)

Reasonable Accommodations

ETHRA is an equal opportunity employer/service provider, and ensures that no person shall be excluded from participation in, or denied the benefit of, or subjected to discrimination under any program on the grounds of race, color, sex, age, sex, **disability**, national origin, family status, gender identity, sexual orientation, or any other group protected by federal or state law.

If you are disabled, any staff member can be of assistance to help you with a special accommodation needed to fully participate in any ETHRA program. You may also directly contact Steve Bandy, Title VI/Equal Opportunity Officer, with your request. *The request may be made in writing at the address below, by email (sbandy@ethra.org), by phone (865-691-2551, extension 4262, or TTY 800-848-0298), or at the agency's website (ethra.org).*

ETHRA is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.