

Reasonable Accommodations

Hitachi Vantara provides Reasonable Accommodations to qualified employees or applicants for employment, with disabilities, unless to do so would cause undue hardship. In general, a Reasonable Accommodation is any change in the work environment or in the way things are customarily done that enables an individual to enjoy equal employment opportunities. There are three main categories of Reasonable Accommodations:

- Modifications or adjustments to a job application process; or
- Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, which enable performance of the essential functions of the job; or
- Modifications or adjustments that enable an employee with a disability to enjoy equal benefits and privileges of employment, such as access to training.

Should you need a Reasonable Accommodation, Hitachi Vantara will partner with you in making a determination on your request for Reasonable Accommodations on a case by case basis and as required by law.

Please email [AskHR](#) with the nature of your request. You will then be asked to fill out and return a completed request form. Once the request form has been submitted, the Reasonable Accommodations Lead will reach out to you to begin the interactive process.