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Mission: To build on the strengths of refugee and immigrant communities and remove barriers to achieving economic, social, and cultural wellbeing.

1.9 Disability Accommodation

Consistent with Karen Organization of Minnesota's policy against discrimination on the basis of disability and to the extent required by applicable laws, Karen Organization of Minnesota will endeavor to make reasonable accommodations for qualified employees with known disabilities so that they can perform the essential functions of their jobs. Employees who believe they need reasonable accommodations to allow them adequately to perform their jobs should notify Karen Organization of Minnesota's Executive Director. In consultation with the employee, Karen Organization of Minnesota will endeavor to identify possible reasonable accommodations on an individual basis.