



## REASONABLE ACCOMMODATIONS POLICY

Impact welcomes applications from individuals with disabilities. We have taken steps to make our work facilities barrier-free and accessible. We have sought to identify the essential functions and physical requirements of all distinct service positions at Impact Alabama and will make reasonable accommodations through scheduling, task reassignment, and other methods to accommodate applicants, AmeriCorps members, and employees with disabilities.

Please [email our Recruitment Coordinator](#) should you need accommodations in order to apply.

AmeriCorps Service Member Essential Functions & Physical Requirements:

The essential functions of the AmeriCorps position are as follows. These functions may be completed with or without reasonable accommodations:

- Satisfactorily complete all required initiative-specific training and demonstrate competent ability to implement Impact Alabama's initiatives
- Successfully recruit, train, and supervise college student volunteers in a community-based setting
- Collaborate and communicate effectively with community partners to ensure logistical details of initiatives are completed
- Travel throughout Alabama to conduct direct service as it relates to Impact Alabama's four signature initiatives (FocusFirst, SaveFirst, CollegeFirst, and SpeakFirst)

The physical requirements for this position are as follows:

- Frequent lifting (up to 20 lbs.), bending, pulling, and collating/filing
- Lifting, carrying, and/or moving boxes, files, equipment, etc., some of which could be heavy
- Frequent travel by car, which may require prolonged periods of sitting in tight quarters
- Significant computer work, which may require repetitive motion, prolonged periods of sitting, and sustained visual and mental applications and demands

**Impact America is an AmeriCorps Program.**



**AmeriCorps**