

Notification & Explanation of Accommodations in Constellation's INTERVIEW PROCESS

- For candidates who have been contacted by a recruiter to set up a panel interview with the hiring manager as the next step in the selection process

As part of Constellation's selection process, you may be required to participate in an interview, should your candidacy progress beyond the initial screening call(s). With the goal of ensuring all qualified applicants have an equal opportunity to be considered for the role, you have the opportunity to make a request for a reasonable accommodation for the interview process if you have a disability (visible or invisible) as covered by the Americans with Disabilities Act or any applicable state laws. Submission of this form does not guarantee that your request for accommodation will be granted.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information", as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

While you are under no obligation to disclose a disability during or after the assessment or selection process, doing so can be advantageous for you as it allows Constellation to provide reasonable accommodation and support, creating a more inclusive and accessible selection process. You will be provided with details about your interview and its format, so please keep them as you consider whether you wish to request an accommodation.

Please indicate if one of these options applies to you:

_____ I have a medical condition and would like more information about the interview process to determine if I may need an accommodation, adjustment or modification.

_____ I have a medical condition and need reasonable accommodation to participate in the interview process.
Describe below in detail your medical condition and restriction(s), the accommodation you are requesting, including a description as to how the accommodation will assist you in participating in the interview. Additional information from your doctor or other professional will be required. Requests for Accommodations for interviews should be made as soon as possible, within two business days.

Medical Condition and Restriction(s): _____

Requested Accommodation: _____

Please indicate the name of the Recruiter you were working with for this position: _____

I understand that any false statement on my part regarding this request can result in the immediate withdrawal of my application from consideration for employment. I further understand that I will be required to provide documentation in support of my need for this accommodation.

Signature: _____

Printed Name /Date: _____

If requesting an accommodation, please return this completed form to AccommodationsTA@constellation.com within two business days.