

Colorado Anti-Discrimination Act
Notice of Right to be Free from Discrimination Because of Pregnancy, Childbirth, and Related Conditions

Colorado state law protects employees and applicants from discrimination based on pregnancy, childbirth, and related health conditions. Federal law provides similar protections. Employees and applicants have the right under Colorado state law to request a reasonable accommodation for health conditions related to pregnancy or the physical recovery from childbirth. This workplace may not:

- Refuse to grant you a reasonable accommodation unless it would prevent you from performing the essential functions of your job or create an undue hardship on this employer's business; or
- Require you to take a reasonable accommodation that you have not requested; or
- Require you to take a leave if another reasonable accommodation can be granted; or
- Deny you employment opportunities or take adverse action based on your need, request, or use of a reasonable accommodation.

If you want to request a reasonable accommodation, or if you believe you have been discriminated against based on pregnancy, childbirth, or a related health condition, please contact:

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| <ul style="list-style-type: none">• All Food Service Associates (including Eurest Services and SSC) can contact the HRSC at 1-877-311-4747 or via email to HRServiceCenter@compass-usa.com.• All Crothall Healthcare Associates (including EVS, Patient Transport, Laundry, POM, HTS) can contact the HRSC at 1-800-447-4476, option 6 or via email to SuS-AskHR@compass-usa.com.• For Sector Associates not supported by the HRSC, please contact your HR representative. |
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