

Reasonable Accommodations Information

Lakes and Pines is an Equal Opportunity Employer/Contractor/Service Provider. Lakes and Pines will not discriminate due to race, color, creed, religion, national origin, sex, sexual orientation, gender identity, disability, age, marital status, membership or activity in a local human rights commission, status with regard to public assistance or status as a parent or familial status, veteran's status or any other protected status.

1. Lakes and Pines' offices in Mora, Moose Lake and North Branch are accessible.
2. Service animals and emotional support are welcome.
 - a. The handler is responsible for the care and supervision of his, her or their service animal.
 - b. The animal must be housetrained.
 - c. The animal should be vaccinated in accordance with state and local laws.
3. Lakes and Pines will help you apply for services from its programs.
4. Upon request, printed material will be available in alternative forms such as large print, Braille, languages other than English or audibly.
5. Upon request, agency staff will assist you with your application at the earliest possible mutually agreed upon time.
6. American Sign Language (ASL) interpreters, a 48 to 72-hour notice is sometimes required to arranged an ASL interpreter.
7. The [MN Relay System](#) can assist with communications services.
8. The agency accesses the [Language Line](#) for translation services.
9. You have the right to appeal if you feel you have been denied reasonable accommodations or file a complaint if you felt discrimination when accessing programs or services.
10. A Reasonable Accommodations Request Form is available on the agency's website and at the front desk at each office.
11. A Discrimination Complaint Form is available on the [agency's website](#) and at the front desk at each office.
12. Return completed forms either to the HR Department, Lakes and Pines CAC, Inc., 1700 Maple Ave E, Mora, MN 55051 via mail or upload via the [secure upload portal on the agency's website](#).