

## **Special Accommodations Policy**

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HMDCB complies with the provisions of the Americans with Disabilities Act in providing reasonable accommodations to eligible candidates. Reasonable accommodations provide candidates with disabilities a fair and equal opportunity to demonstrate their knowledge and skill in the essential functions being measured by the assessment. Reasonable accommodations are approved or denied based upon the individual's specific request, disability, documentation submitted and appropriateness of the request. Reasonable accommodations do not include steps that fundamentally alter the purpose or nature of the assessment, influence the assessment results, or result in an undue burden. To request an accommodation, contact HMDCB *prior* to starting the longitudinal assessment at [info@hmdcb.org](mailto:info@hmdcb.org). All requests must be submitted at least **90 days** before the Continuing Certification Program deadline.