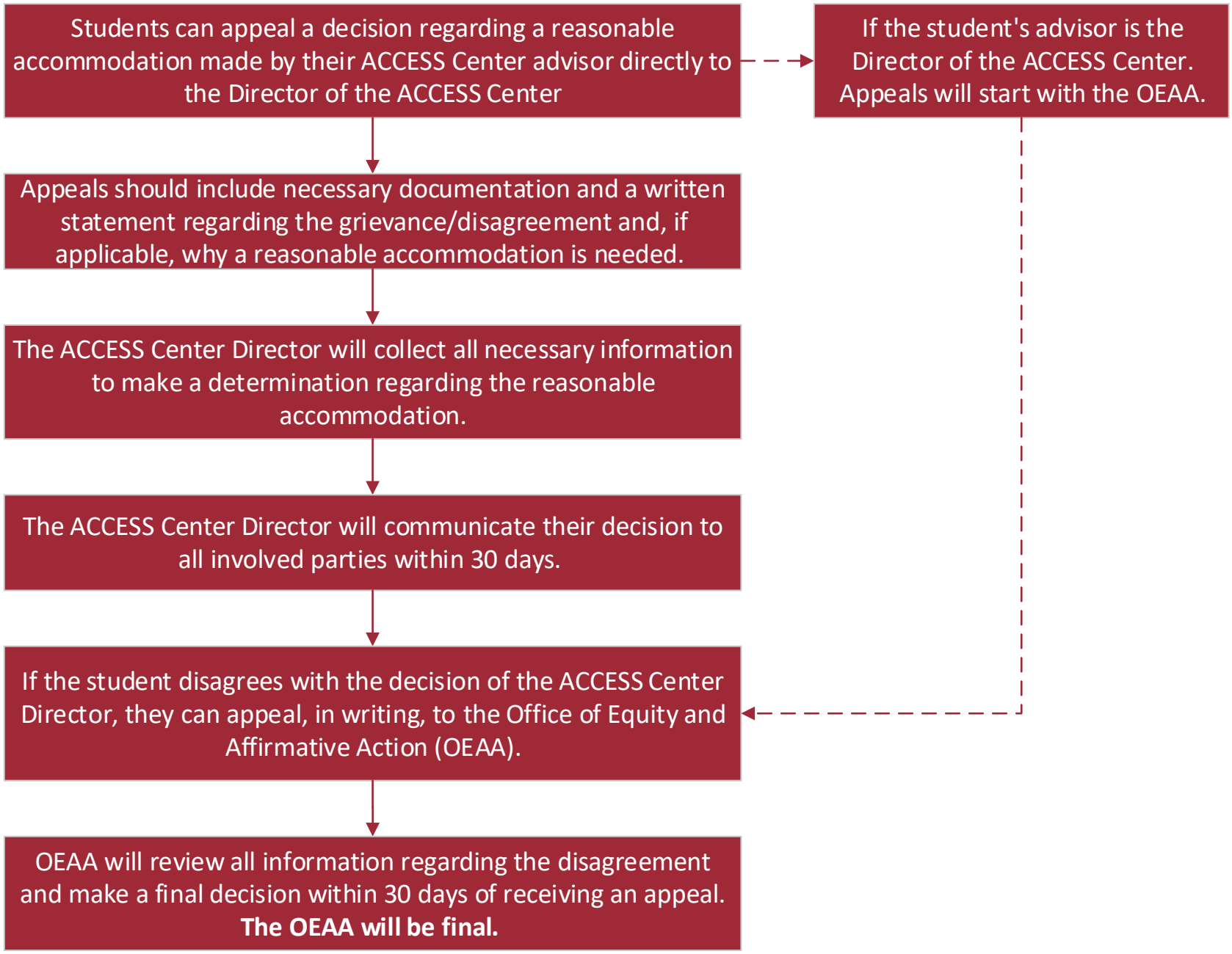Reasonable Accommodation Appeal Process