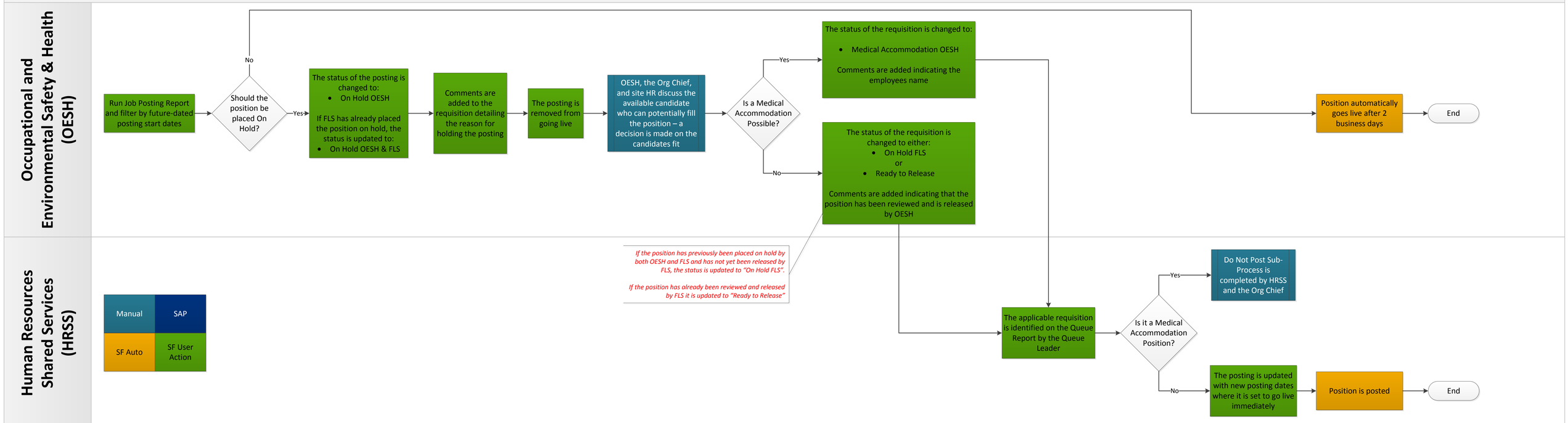Occupational and Environmental Safety & Health (OESH) Accommodation Review Process