# **ADA: Reasonable Accommodations**

- A reasonable accommodation is "any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions."
- Common accommodations may include:
  - making a facility accessible to individuals with disabilities
  - restructure a job or work schedule
  - modify equipment, tools, training procedures or other programs
  - provide qualified readers or interpreters
- An employer does not have to provide reasonable accommodations if it would impose an "undue hardship."
- Undue Hardship is defined as an "action requiring significant difficulty or expense when considered in light of factors such as an employer's size, financial resources, and the nature and structure of its operation."
- Employers do not have to sacrifice quality or lower production standards to make accommodations; nor do they have to provide the individual with personal use items such as glasses, hearing aids, walkers, etc.





# Reasonable Accommodations Job Descriptions In The Age Of Ada Osha And Workers Comp

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