

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

Reasonable Accommodations Deborah S. Kearney, 1994 Shows how to create job descriptions that fully comply with ADA OSHA and Worker s Comp regulations to meet the needs of disabled and diseased workers and boost overall productivity Defines terms such as disabled reasonable accommodation and psychological accommodation and explains how to interpret and implement legal provisions using numerous case studies Includes a glossary a skill assessment questionnaire and a list of resources for employers Annotation copyright by Book News Inc Portland OR [Handbook of Communication and People With Disabilities](#) Dawn O. Braithwaite, Teresa L. Thompson, 1999-12 Each chapter provides a state of the art literature review practical applications of the material and key words and discussion questions to facilitate classroom use Jacket **Human Resource Management** Gary Dessler, 2000 For Human Resource Management HRM and Personnel courses The 1 best selling HRM book in the market Dessler s Human Resource Management provides a comprehensive review of personnel management concepts and practices in a highly readable form This edition focuses on the high performance organization building better faster more competitive organizations through HR while continuing to offer practical applications that help all managers deal with their personnel related responsibilities [Cal-OSHA Reporter](#) , 1995 *International Asia Conference on Industrial Engineering and Management Innovation (IEMI2012) Proceedings* Ershi Qi, Jiang Shen, Runliang Dou, 2013-05-29 The International Conference on Industrial Engineering and Engineering Management is sponsored by the Chinese Industrial Engineering Institution CMES which is the only national level academic society for Industrial Engineering The conference is held annually as the major event in this arena Being the largest and the most authoritative international academic conference held in China it provides an academic platform for experts and entrepreneurs in the areas of international industrial engineering and management to exchange their research findings Many experts in various fields from China and around the world gather together at the conference to review exchange summarize and promote their achievements in the fields of industrial engineering and engineering management For example some experts pay special attention to the current state of the application of related techniques in China as well as their future prospects such as green product design quality control and management supply chain and logistics management to address the need for amongst other things low carbon energy saving and emission reduction They also offer opinions on the outlook for the development of related techniques The proceedings offers impressive methods and concrete applications for experts from colleges and universities research institutions and enterprises who are engaged in theoretical research into industrial engineering and engineering management and its applications As all the papers are of great value from both an academic and a practical point of view they also provide research data for international scholars who are investigating Chinese style enterprises and engineering management *American Journal of Public Health* , 1995 Includes section Books and reports [Library Acquisitions List](#) Martin P. Catherwood Library, 1996 *Whitaker's Books in Print* , 1998 [The Cumulative Book Index](#)

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