



TYPES OF REASONABLE ACCOMMODATION IN THE WORKPLACE

RESERVED PARKING

If you have a disability that limits the distances you can comfortably walk or wheel, your employer may reserve a parking spot closer to the building. This is a common enough accommodation that many workplaces have multiple accessible parking spots clearly designated for individuals with disabilities.



SERVICE DOG EXCEPTIONS

Many workplaces have a “no animals” policy so that employees stay on task and the workspace remains clean and free of animal dander. However, service dogs are a common exception to this rule. If you need the assistance of a service dog to help you manage your disability, talk to your employer about making an exception.



Should your boss give you the green light to bring your service dog to work, fit the dog with a vest that clearly marks them as a service animal. Make it clear to your colleagues that your dog isn't just a companion and that they should not try to pet or distract your dog.



MODIFIED WORK SCHEDULE

If you need to alter your schedule to accommodate your disability, bring those concerns to your boss and be open to negotiating a fair and reasonable new schedule. For example, you may be able to work four 10-hour shifts per week instead of five 8-hour shifts to secure an additional weekend day.



Reasonable Accommodation

Guillaume Favre

A red circular graphic with a gradient, appearing as a semi-circle or a partial circle, located to the right of the author's name.

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