



Reasonable Accommodations in the Workplace

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October is designated National Disability Employment Awareness Month (NDEAM) by the United States Department of Labor. NDEAM focuses on reflecting the important role disability plays in workforce diversity and celebrates the many contributions of workers with disabilities and educates the public about the value of a diverse workforce, inclusive of an individual's skills and talents.

With the appropriate amount of supports and reasonable accommodations, those with disabilities can be skillful, productive members of society; something that we

all strive for. What's a reasonable accommodation? A reasonable accommodation is assistance or changes to a position or workplace that will enable an employee to do his or her job despite having a disability. Under the Americans with Disabilities Act (ADA), employers are required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Some examples of modifications include, but aren't limited to:

- Making existing facilities usable for disabled employees. (I.E. - modifying

the height of desk and equipment, installing computer screen magnifiers or installing telecommunications for the deaf.)

- Restructuring jobs (I.E. - allowing a 10 hour/4 day work week so that a worker can receive weekly medical treatments.)
- Modifying exams and training materials (I.E. - allowing more time for taking an exam or allowing it to be taken orally instead of in writing.)

Most employers are willing to make accommodations for someone with a disability. It's just the matter of someone knowing what to ask for. Contacting Louisiana Rehabilitation Services (LRS), the state's vocational rehabilitation program, will help get the ball rolling. For more information, visit the following links.

Louisiana Rehabilitation Services:

http://www.laworks.net/workforcedev/lrs/lrs_rehabilitation.asp

Job Accommodation Network (JAN):

<https://askjan.org/EeGuide/>

Office of Disability Employment Policy:

<https://www.dol.gov/odep/topics/Accommodations.htm>