

Job Accommodations

Vocabulary:	
Qualified Individual with a Disability	A. Must have an impairment that substantially limits one or more major life activities, B. must be qualified for the job (must meet the minimum qualifications, including licenses, education, experience, and skills), and C. must be able to perform the essential functions of the job with or without accommodation
Essential Functions	What is to be accomplished on the job
Reasonable Accommodations	Any change in the working or learning environment or in the way things are customarily done that enables an individual with a disability to perform the essential functions
Undue Hardship	Consideration for the financial realities of the employer. Employer may not be required to provide accommodations that are costly, extensive, substantial, disruptive, or which alter the nature of the business. The entire budget of the company is considered, not just the local or departmental resources.
Direct Threat	A significant risk of harm may be considered, but it must be probable, not based on bias or generalized fear.

7 Principles of Reasonable Accommodations

1. Employees are responsible to inform of the need for the accommodation
2. Must be an effective accommodation
3. Required to reduce any barriers to employment related to a person's disability
4. Reasonable accommodation need not be the best accommodation available if it is effective
5. It's the employer's right to determine whether the accommodation is necessary and to choose the specific accommodation after giving consideration to the employee's preference
6. An accommodation is not required when it's primarily for personal use or personal benefit
7. Individuals are not required to accept an accommodation. If an individual refuses an accommodation necessary to perform essential functions, and as a result can't perform those functions, the person may not be considered a qualified individual with a disability.