



Accommodations

Workforce Development Council of Seattle-King County

An accommodation is any change needed to help a person with a disability learn a skill or do necessary work. They are:

- Required by law
- Help people with disabilities have a fair chance for success
- Gives an equal chance to work in, learn in, and enter a building
- Is chosen for an individual person's need
- Is needed for similar tasks in other places.

Accommodations may include:

- Using special equipment
- Doing work in a different way
- Doing work in a different place
- Changing how others think about disabilities

Accommodations should **not**:

- Make changes in rules to make it easier for a person with a disability than others
- Create a hardship. A person may not get the “best” or most expensive accommodation, but one that helps a person do what needs to be done.

*Adapted from: University of Kansas Institute for Adult Studies/ Center for Research on Learning:
Accommodating Adults with Disabilities in Adult Education Programs (1998)*

The ADA requires that reasonable accommodation be provided, if necessary, for all impairments that meet the definition of “disability,” whether hidden or visible.

Reasonable accommodations must be determined on a case-by-case basis to ensure effective accommodations which will meet the needs of the employee and the employer.

Accommodations can range from making existing facilities accessible for wheelchair users to job restructuring, acquiring or modifying equipment, developing flexible work schedules or modifying task protocols.

Department of Labor - Office of Disability Employment Policy

Costs of Accommodations

The Job Accommodation Network has conducted a survey on the cost of accommodation since October 1992. As of July 1999 the survey continued to indicate that the cost of accommodation in dollars was usually not expensive. JAN surveyed employers who call for accommodation information to obtain feedback on the cost and benefit of accommodation. Results indicate that 71% of accommodations cost \$500 or less with 20% of those costing nothing.

For further information on Accommodations, go to the NIFL Links collection at:
<http://ldlink.coe.utk.edu/research.htm>

And the Job Accommodations Network at:
<http://www.jan.wvu.edu/>