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7 key accommodations disabled workers are due

Allegations that Amazon is failing disabled workers put the ADA and reasonable accommodations back in the news. This employment attorney explains the law.



[Photo: 10'000 Hours/Getty Images]



BY BRENT BENRUD
3 MINUTE READ

Although there is increased awareness and effort by many employers to improve inclusivity in the workplace, it remains the case that many individuals with disabilities are forced to leave their jobs or are terminated because their employers are unwilling to address reasonable accommodation requests.



businesses and organizations can harness the strengths of their diverse workforce and create a culture of acceptance and understanding. Providing reasonable accommodations also ensures compliance with the laws protecting persons with disabilities, including the [Americans with Disabilities Act](#) and similar state statutes. Sadly, though, many employers fall short, and employees bear the brunt by simply asking for what's right.

Recent: [New report alleges Amazon doesn't adequately accommodate disabled workers](#)

If you are a person with a disability and think you've been wrongfully terminated due to your accommodation request, here are key reasonable accommodations your employer should have been willing to provide.

INTERACTIVE PROCESS

When an employee requests a reasonable accommodation, it is required that employers engage in an interactive process. This process involves a collaborative discussion between the employer and the employee with a disability to determine the most appropriate accommodation that meets the individual's needs while not causing undue hardship to the organization. This interactive dialogue ensures that both parties are on the same page and allows for a solution that works best for everyone involved.

FLEXIBLE WORK ARRANGEMENTS

Offering flexible work arrangements is an effective way to accommodate employees with disabilities. This could include adjusting work hours to accommodate medical appointments, allowing telecommuting options, or providing a part-time schedule to help employees manage their health needs while still contributing effectively to the organization.

PHYSICAL ACCESSIBILITY

Creating a physically accessible workplace is required to ensure that employees with disabilities can move around comfortably. This might involve installing ramps, elevators, wider doorways, and accessible restroom facilities. Moreover, providing designated accessible parking spaces close to the workplace entrance is essential for employees with mobility challenges.

ASSISTIVE TECHNOLOGIES

Employers must consider providing assistive technologies to employees with disabilities to help them perform their job tasks efficiently. These technologies may include screen readers, voice recognition software, adaptive keyboards, and other specialized tools tailored to individual needs.

JOB RESTRUCTURING AND REDESIGN

In some cases, job tasks can be adjusted to suit the abilities of an employee with a disability. Employers must explore job restructuring or redesigning to ensure that essential functions are still performed while removing unnecessary barriers for an employee with a disability.

TEMPORARY ACCOMMODATIONS

When an employee has a temporary disability, employers must consider providing temporary accommodations to help them through their recovery process. This could include temporarily reassigning tasks or providing modified equipment during their healing period.

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MENTAL HEALTH SUPPORT

Reasonable accommodations must also extend to employees with mental health conditions. Employers can support them through flexible work hours, providing a quiet workspace, or offering additional mental health resources like counseling services.

Note: The law does not attempt to identify all possible accommodations, but rather states the processes an employer must engage in to determine whether an accommodation is required.

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disabilities, ensuring that they can fully participate in
teractive process in an effort to find an

accommodation that would allow the employee to continue their employment.

Brent Benrud is chair of Halunen Law's Employment Practice Group.

Other helpful resources:

[More information on Wrongful Termination](#)

[More information on Disability Discrimination](#)

[EEOC Disability-Related Resources](#)

[Other Federal Resources on Employment of People with Disabilities](#)



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