

FACT SHEET Reasonable Accommodation

What is meant by “reasonable accommodation”

A modification or adjustment to a job, the work environment, or the way job tasks are usually accomplished, to enable a person with a disability to perform the essential functions of a job or position. (applies to employees, applicants for positions and individuals receiving or seeking DHS services.)

What does providing a reasonable accommodation involve?

- ✓ Making facilities accessible
- ✓ Job restructuring, modifying work/service schedules, assignments
- ✓ Acquiring or modifying equipment or devices
- ✓ Adjusting examinations, training materials, or policies
- ✓ Providing qualified readers or interpreters

What are some examples of reasonable accommodations?

Readers, laptops, notebooks, interpreter/translator, assistive devices, audio/video materials, chairs, lifts and others as justified.

How do I request a reasonable accommodation under the ADA, as amended 2008?

1. Employee or Applicant for employment or services
 - a. Completes, signs and dates DHS Form RA-1 (DATED 03/08)
 - b. Describes what is needed and why
 - c. Describes limitations which make the request necessary
2. Immediate supervisor **recommends** approval or disapproval, estimates cost, signs and dates RA-1. Explains reason denied, if not recommended for approval (i.e. undue hardship and/or business necessity).
3. Division Administrator or Staff Officer **reviews** signs, dates and reserves funds if approval is recommended. If approval is not recommended, reason denied must be given (i.e. undue hardship and/or business necessity).
4. Departmental Personnel Officer **approves or disapproves**, signs and dates.
5. Individual requesting reasonable accommodation has 10 (ten) business days from date signed by Personnel Officer to provide additional information if request is disapproved.
6. When request is approved, completed, signed RA-1 is returned to immediate supervisor/case worker for purchase from divisional/program/office funds.
7. Immediate supervisor notifies Civil Rights Compliance Office via e-mail gwatts@dhs.hawaii.gov when accommodation is completed/purchased.

Also available at <http://www.hawaii.gov/dhs> in the Civil Rights Corner are:

DHS Form RA-1 (dated 03/08)
Fact Sheet on Reasonable Accommodation at DHS
Summary of key changes in ADA effective January 1, 2009
Slides expanding on the ADA Amendments Act of 2008
Overview of Performance and Conduct Issues under ADA
Medical Documentation and Reasonable Accommodation Requests under ADA

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