

ACCOMMODATIONS EXPLAINED

Many employees with disabilities do not request a special accommodation or require it. They usually just wanted to be treated like everyone else.

At Peak Performers, the most common accommodation request we see is employees needing a flexible hourly schedule to deal with ongoing medical conditions and treatments. This comes at no cost to their employer.

FINDING MIDDLE GROUND

The ADA calls for organizations to engage in dialogue and seek to make “reasonable accommodations” when possible. Of course, you won’t be able to grant every accommodation request, just as you wouldn’t be able to grant every time off request. Odds are though, you can usually work out a solution.

Accommodations are usually not costly or difficult to implement when they do require a physical adjustment to the workspace. Some examples include:

- An employee with ADHD may need a different office seating assignment that’s in a less trafficked area or may request to wear noise cancelling headphones while working
- An employee with epilepsy may request a blue light filter to put on their monitor
- An employee with back scoliosis may request a standing desk
- An employee with carpal tunnel syndrome may request a vertical mouse

PATH TO SUCCESS

Most professionals with disabilities already know what they need to be successful—after all, they’ve been living with their condition for years. We find the key to success is to listen to workers’ needs be ready to negotiate a fair solution to keep them working.

When an employee does request an accommodation that would come at a significant cost to the organization, the organization and employee can often work with a local workforce support agency and get it provided at little or no cost. More resources can be found by visiting askjan.org.



Accommodations take many forms. Looking for other helpful resource? Check out askjan.org.