Accommodations in the Workplace

Under the Americans with Disabilities Act, [www.ada.gov](http://www.ada.gov), an accommodation is considered any modification or adjustment to a job or work environment that enables a qualified person with a disability to apply for or perform a job ([*United States Department of Labor*](http://www.dol.gov)).

Below are examples of workplace accommodations. For a complete list, go to [www.askjan.org/disabilitiesA-Z](http://www.askjan.org/disabilitiesA-Z).

- Providing close proximity to restrooms
- Service animals
- Adjusting workstation
- Telephone assistance devices
- Writing aids
- Maintaining clear hallways and aisles
- Work schedule flexibility
- Providing speech augmentation devices

It is your responsibility as the employee to request a reasonable accommodation. Speak to your employer in order to decide what accommodations would help you perform your job well.