



ADA Accommodation

Disclosure (The Interactive Process)

- Voluntary
- Permanent or Temporary
- Application and Documentation
- Follow Up
- Putting it on Record or Accommodation

Reasonable Accommodation (The Interactive Process)

- Request is made
- Discussion
- Taking the request forward

Supervisor's Role (The Interactive Process)

- Refer
- Avoid handling medical documentation
 - Exception is documenting location
 - No diagnosis just verification of presence
- Approve if the request is reasonable based on the job duties
 - Avoid making medical inquiries
- State Concerns
 - Justification
 - Alternate suggestion
- Reaching No

Restrictions

- Returning from leave with restrictions
 - Do not have to make up work or a job
 - Not Otherwise Qualified
 - Transfer as an accommodation
 - Severing Ties
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- It's not always nice to be the “nice guy”