



Reasonable Accommodations at the FDA

It's the Right Thing to Do

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Reasonable Accommodation and Federal Law



The Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990 seek to:

Ensure that people with disabilities enjoy employment opportunities equal to those of employees without disabilities by providing reasonable accommodations.

The ADA defines Reasonable Accommodation as a *change or modification to the work environment or in the way things are customarily done* that enables an individual with a disability to enjoy equal employment opportunities.

Who is a *Person with a Disability*?

A disabled person is one who:

- o has a *physical or mental impairment* which substantially limits one or more major life activities and/or bodily functions
- o has a record of such an impairment; and/or
- o is regarded as having such an impairment

Key Concepts of Reasonable Accommodation

- o **Reasonable Accommodation** – any *change or adjustment* in the work environment or in the way things are customarily done that would enable a qualified individual with a disability to enjoy equal employment opportunity.
- o **Qualified individual with a disability** - someone who (1) satisfies the requisite skill, experience, education and other job-related requirements of the position and (2) can perform the essential functions with or without the accommodation.
- o **Essential Functions** – Duties that are so fundamental to the position that the job cannot be done without performing them.

Modifying Work Sites

Accessible Facilities

**Providing Readers
and Interpreters**

Flexi-Time

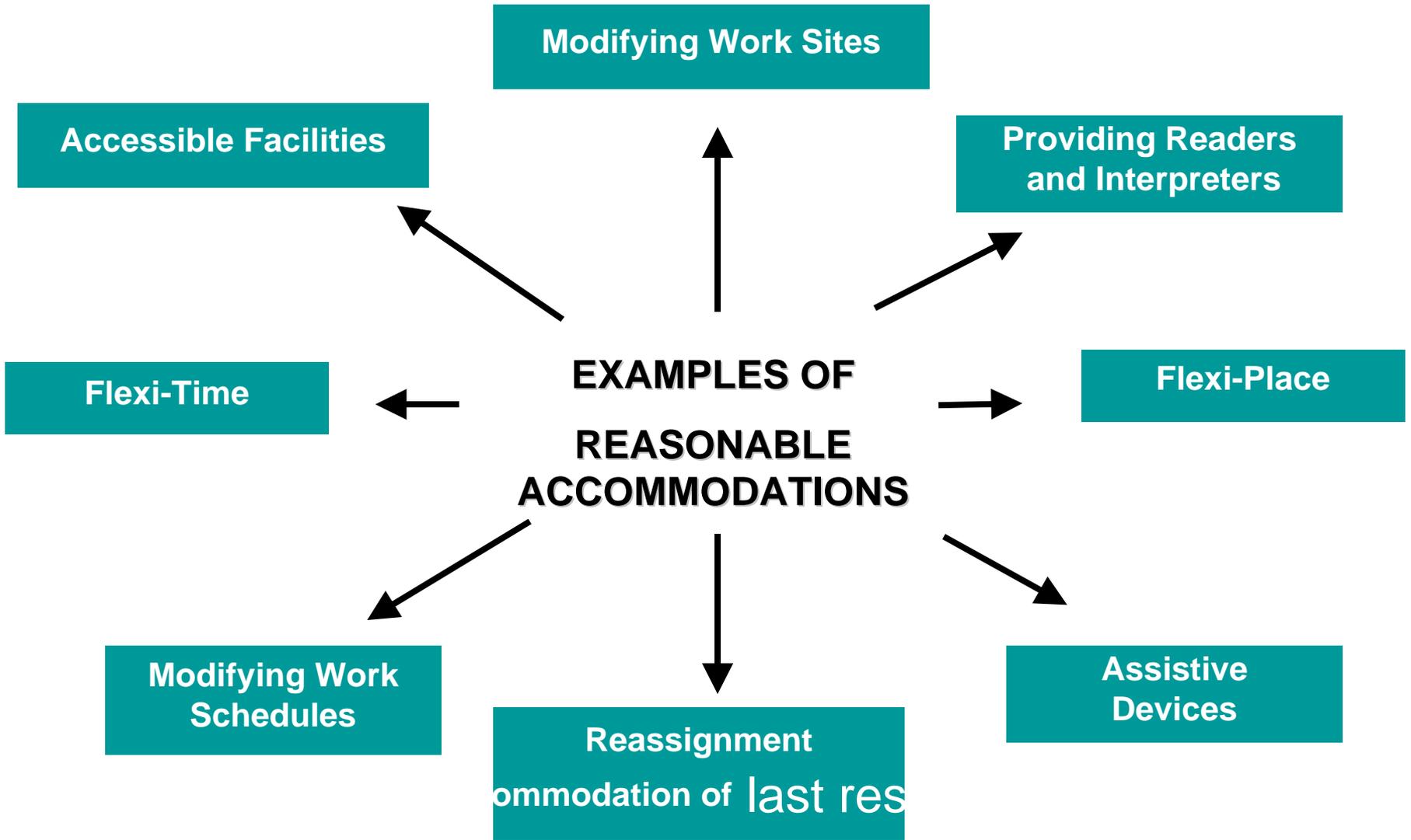
**EXAMPLES OF
REASONABLE
ACCOMMODATIONS**

Flexi-Place

**Modifying Work
Schedules**

**Reassignment
ommodation of last res**

**Assistive
Devices**



Reasonable Accommodation Resources

United States Department of Agriculture – TARGET Center



Telephone: 202-720-2600

Website: www.usda.gov/oo/target/

TARGET has expert staff available to provide demonstrations, assessment, information and referral resources for computer related equipment and ergonomic furniture.

Has eight work stations for employees to test and see hardware and software demonstrations to accommodate people with mobility, speech, visual, hearing and cognitive impairment.

Reasonable Accommodation Resources

Department of Defense - Computer Accommodation Program (CAP)

Telephone: 703-681-8813 or 703-693-5160

Website: www.cap.mil

CAP provides assistive technology and support services to individuals with disabilities and wounded service members at no cost to the Department of Health & Human Services.

Requires submitting forms and medical documentation as necessary directly to CAP.



Reasonable Accommodation Resources

Job Accommodation Network (JAN)

Telephone: 1-800 -JAN-7234

Website: www.askjan.org



JAN provides accommodation information, including suggestions for specific medical conditions, available services and answers to legal questions. Also provides suggestions for individual worksite accommodation by phone



Reasonable Accommodation Resources

Individual Ergonomic Evaluations, In-house

FDA Office of Occupational Safety and Health (OSH)

Contact: FDA's Reasonable Accommodation Team
at 301-796-9400 for additional information.

FDA's OSH can provide individual on-site ergonomic evaluations nation-wide through Federal Occupational Health (FOH). Medical documentation is necessary and the request is facilitated through the FDA's Reasonable Accommodation Team.