



Key Points - Workplace Accommodations

1. The Americans with Disabilities Act (ADA) makes it unlawful for an individual with a disability to be discriminated against on the job.
2. If you have a disability, you must be able to complete the major duties of the job with or without reasonable accommodations.
3. Accommodations are modifications or strategies that help you do your job to the best of your ability.
4. Under ADA, an employer is required to provide accommodations to employees with disabilities, unless it would cause undue hardship to the company.
5. "Undue hardship" means that it would be very difficult for the employer to provide those accommodations because it would cause significant financial strain for the company, or it would significantly disrupt the operation or nature of the business.