

Definition of “reasonable accommodation”

The Americans with Disabilities Act Amendments Act of 2008 (ADAAA) did not change the definition of reasonable accommodation. However, the act does clarify that only individuals who meet the first (actual disability) and second (record of a disability) parts of the definition are entitled to accommodations; individuals who only meet the third part (regarded as) are not entitled to accommodations. Even though the definition did not change, it is clear that with a broader definition of disability, more focus will be placed on providing reasonable accommodations.

Another thing to keep in mind is the flexibility built into the reasonable accommodation obligation under the ADA. For example:

- Employers can choose among effective accommodation options and do not always have to provide the requested accommodation.
- Employers do not have to provide accommodations that pose an undue hardship.
- Employers do not have to provide as reasonable accommodation personal use items needed in accomplishing daily activities both on and off the job.
- Employers do not have to make an accommodation for an individual who is not otherwise qualified for a position, and
- Employers do not have to remove essential functions, create new jobs or lower production standards as an accommodation.

For more information: [Reasonable Accommodation and Undue Hardship under the ADA](#)