

Employers and the ADA Survey

Types of Accommodations Employers Have Provided

94%	Adjusting Work Schedules
91%	Providing Leave
87%	Providing Light Duty
86%	Modifying Equipment
43%	Job Restructuring
40%	Modifying Training Materials/ Process
36%	Providing Readers & Interpreters

Determining what constitutes an **undue hardship** remains a significant issue for many employers. **More than 87% gather as many facts as possible, 63% analyze the costs associated with the request, and 60% consider the impact on co-workers due to an employee's absence.** More than half consider temporary workers and loss of productivity. Other responses include determining compliance and financial risks, documenting impacts to the business and productivity, and avoiding the consideration of an undue hardship at all.

The statistics on this page are taken from the Reed Group “Survey of Employer Practices Related to the Americans with Disabilities Act, September 2013”. The full report is available at <http://www.reedgroup.com/articles-white-papers.htm>

Forms/Documents Employers Use in the Accommodation Process

Medical Assessment Form	88%
Employee Request for Accommodation	71%
Accommodation Evaluation Form	44%
Documentation of Disability	44%
ADA Accommodation Checklist	35%
Other	9%

When asked how much time employers typically allow for **leave as an accommodation**, 6% indicate 30 days, 16% indicate up to 3 months, 16% indicate 6 months, and another 12% go as long as up to one year. The other responses include a case-by case basis or depending on the medical/ physician requirements.

Employer flexibility based on the facts and circumstances of the individual case is the correct approach. A 30-day leave can be ineffective or create an undue hardship in some cases, while a 12-month leave may be reasonable in others.