

# REASONABLE ACCOMMODATIONS

## Definition:

An **individual with a disability** is someone who:

- has a physical or mental impairment that **substantially limits** one or more of that individual's **major life activities**
- has a **record of** such impairment
- is **regarded as** having such an impairment

An agency is required to make a reasonable accommodation of a known mental or physical limitation of an individual with a disability who is **qualified** unless to do so would cause an undue hardship.

As a general rule, the individual with the disability who wants an accommodation is responsible for informing the agency that an accommodation is needed.

There is a reasonable accommodation process that we must follow.

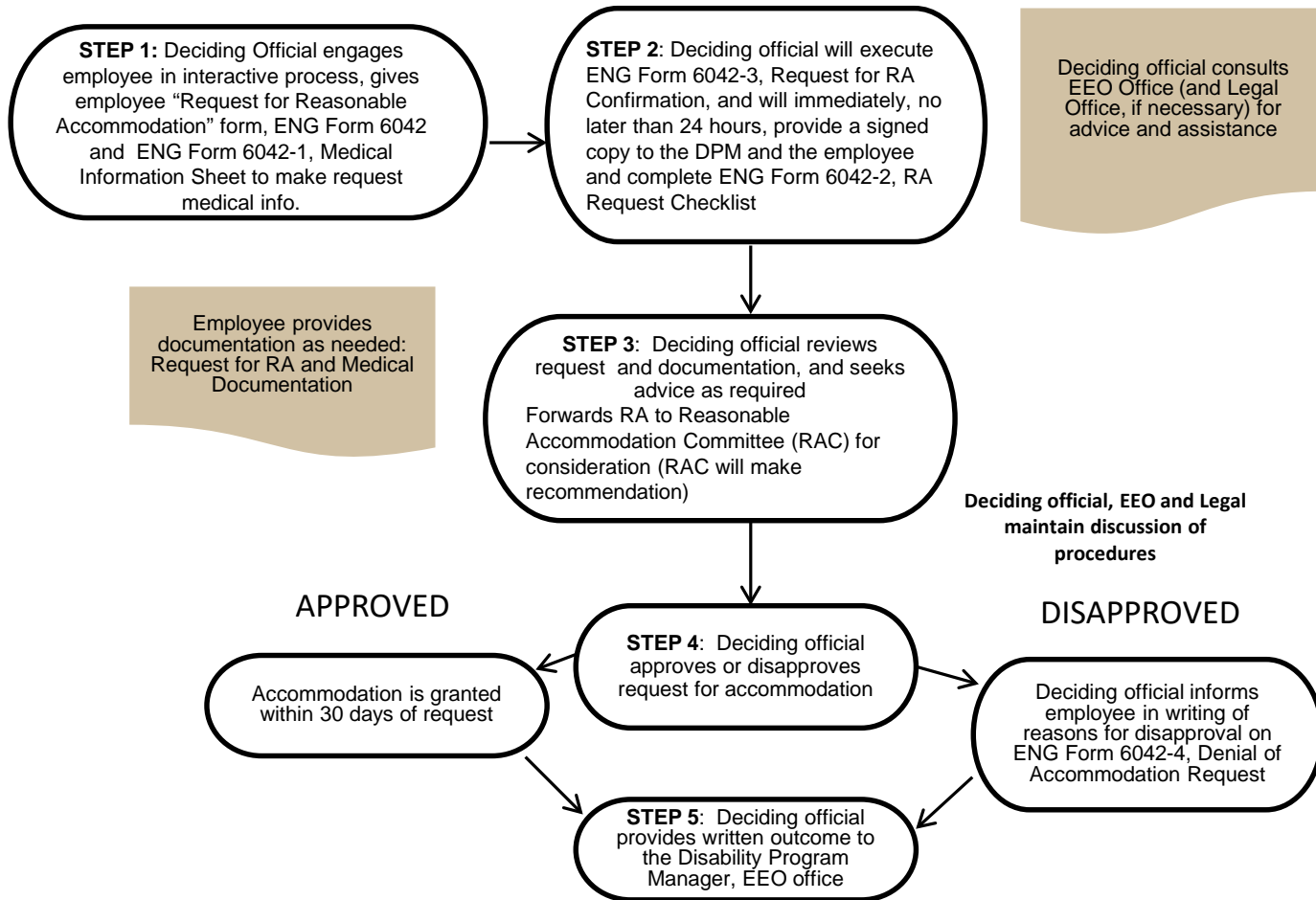
[Alaska District Memorandum of Instruction (MOI) for Processing Reasonable Accommodations]



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# REASONABLE ACCOMMODATION PROCESS



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