EXAMPLES OF POSSIBLE ACCOMMODATIONS

MAKING EXISTING FACILITIES ACCESSIBLE AND USEABLE
Accessible stall in a restroom
Hold meetings/training in accessible locations
Replace small knobs and switches

ACQUIRING OR MODIFYING EQUIPMENT/DEVICES
Visual fire alarms
Voice activated software
Adjustable work surfaces (sit/stand)
Adapted writing tools, ergonomic keyboard
Refrigerator for storing medications

JOB RESTRUCTURING
Allow uninterrupted work time for a period during the day
Adjust time of day when activities are performed
Reassignment of marginal functions

PART-TIME OF MODIFIED WORK SCHEDULES
Flexible scheduling
Additional or longer breaks
Work from home
Reduce number of hours worked

MODIFIED POLICIES AND PROCEDURES
Altered dress code
Written instructions vs. verbal
Use of sick and vacation time or breaks

ADJUSTMENTS TO EXAMINATIONS AND TRAINING MATERIALS
Allow an applicant more time for an examination
Read an exam out loud for an applicant
Provide training materials in alternative formats

PROVIDE COMMUNICATION ASSISTANCE
Large print materials
Real-time captioning
Note takers
Sign language interpreters