

## **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