



United States Department of Agriculture

Research, Education and Economics

Agricultural Research Service

Economic Research Service

National Agricultural Statistics Service

National Institute of Food and Agriculture

Reasonable Accommodation

What is a disability? As it relates to reasonable accommodation, a disability is a physical (any physiological disorder or condition affecting one or more body systems) or intellectual or psychological impairment that substantially limits one or more major life activities.

What is a reasonable accommodation? A reasonable accommodation is a change in the work environment or the application process that would enable a qualified individual with a disability to have equal access to the benefits of employment.

Who is a qualified individual with a disability? A qualified individual with a disability has the skills, experience, and education and can perform the essential (critical) functions of the position with or without reasonable accommodation.

When is an accommodation not granted? An accommodation is not granted if the employee or applicant is not a qualified individual with a disability, if the accommodation would impose an undue hardship on the agency, when to do so would lower quality or production standards, or when the accommodation would require personal use items (glasses, hearing aids, etc.).

Requests for accommodations must be considered on a case-by-case basis and in the major of cases, can be resolved between the employee and supervisor. Employees or applicants with disabilities, who need reasonable accommodations, are responsible for making their needs known to the appropriate official (Personnelists, Supervisors or REE Reasonable Accommodation Program Manager).

For more information contact:

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Or your local Area Civil Rights Program Manager.

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