

# Workplace accommodations

Americans with  
Disabilities Act (ADA)

## A workplace accommodation is...

a change at work that breaks down a barrier for an employee. The accommodation helps them perform the essential functions of their job.

## Accommodation examples

- Text-to-speech for a worker with dyslexia
- Remote work options for a worker who has an illness
- Brighter lighting for a worker with low vision
- Storage space for a worker's mobility aid
- Dictation software for a worker who can't physically type
- A quiet workspace for a worker with ADHD
- A change in the training process for a worker with hearing loss
- A sitting option for a worker with a back injury
- And many more...

## Under the ADA, employers must provide...

reasonable accommodations to workers with disabilities. The ADA applies to any employer with 15 or more employees. However, employers aren't required to do things that fundamentally change their business or lower production standards.

A reasonable accommodation is not special treatment. It exists to make work fairer and equal for everyone.

## A worker with a disability is...

a person with any "physical or mental impairment that substantially limits one or more major life activities." There's no official list of disabilities, but many conditions qualify. If the disability or need for accommodation isn't obvious, an employer may ask for documentation.

## Have questions about accommodations?

Visit [ADA.gov](https://www.ada.gov), or call the ADA information line at 1-800-514-0301 (voice) or 1-800-514-0383 (TTY).