

Equal Employment Opportunity (EEO) in Registered Apprenticeship Programs Accommodations for Individuals with Disabilities



A reasonable accommodation may include, but is not limited to:

- Making existing employee facilities readily accessible to and usable by persons with disabilities;
- A job restructure, work schedule modification, or reassignment;
- Acquiring or modifying additional equipment or devices; adjusting examinations, training materials, or policies; or providing qualified readers or interpreters.

Accommodations **vary depending upon the needs of the individual** applicant or employee.

Not all people with disabilities (or even all people with the same disability) require the same accommodation.

Examples of Accommodations



Sign Language Interpreter

An applicant who is deaf may need a sign language interpreter during the job interview.



Scheduled Breaks

An employee with diabetes may need regularly scheduled breaks during the workday to monitor blood sugar and insulin levels.



Leave

An apprentice may need leave to recuperate from an illness or an episodic manifestation of the disability.

Any individual who believes he or she has been discriminated against on the basis of disability in an apprenticeship program has the right to file a written complaint with the agency that registered the apprenticeship program.

Fact or Myth?

All disabilities are related to physical mobility.

MYTH! The term "disability" includes a wide range of conditions. Many people associate disabilities with conditions that affect mobility, but there are many other types of disabilities, such as sensory, cognitive, and psychiatric disabilities. Many disabilities are not apparent, such as learning disabilities, psychiatric or behavioral conditions, diabetes, chemical sensitivities, and epilepsy.

One disability is solved by one accommodation.

MYTH! Certain individuals require only one reasonable accommodation, while others may need more than one. Even still, individuals may need one reasonable accommodation for a period of time and then a different type of reasonable accommodation at a later date. If an individual requests multiple reasonable accommodations, s/he is entitled only to those accommodations necessary for equal employment opportunity.

[EEO Disability](#)
[Webpage](#)

