

# Individuals with Disabilities: Accommodations

Equal Employment Opportunity (EEO) in Registered Apprenticeship (RA)

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

- Making existing employee facilities readily accessible to and usable by persons with disabilities;
- Restructuring a job, modifying a work schedule, changing an assignment; **or**
- Acquiring or modifying additional equipment or devices; adjusting examinations, training materials, or policies; or providing qualified readers or interpreters.



Accommodations vary depending on the needs of the applicant or employee. Not all people with disabilities (or even all people with similar impairments) require the same accommodation.

## What are examples of reasonable accommodations?



- **Sign Language Interpreter:** An applicant who is deaf may need a sign language interpreter during the job interview.
- **Scheduled Breaks:** An apprentice with diabetes may need regularly scheduled breaks during the workday to monitor blood sugar and insulin levels.
- **Leave:** An apprentice may need leave time to recuperate from an illness or an episodic manifestation of the disability.

## Are all disabilities related to a physical mobility?



**No.** 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 impairments. Many disabilities are not apparent, such as learning disabilities, psychiatric or behavioral conditions, diabetes, chemical sensitivities, and epilepsy.

## Does one disability require only one reasonable accommodation?



**No.** Certain individuals require only one reasonable accommodation, while others may need more than one. Individuals may need one reasonable accommodation for a period and then a different type of reasonable accommodation later. If an individual requests multiple reasonable accommodations, they are entitled only to those accommodations necessary for equal employment opportunity.



**For more information about EEO protections for individuals with disabilities:** Visit the [Disability](#) page on [Apprenticeship.gov](#) for additional information and resources.



**How to file a complaint:** If you are an apprentice or an applicant and believe that you have been discriminated against based on a disability, see [Complaints Information](#) on [Apprenticeship.gov](#) for next steps.

