

Reasonable Accommodation Language



EEO State's Policy:

"The department makes a commitment to provide reasonable accommodation to any known disability that may interfere with a disabled applicant's ability to compete in the selection process or a disabled employee's ability to perform the duties of the job."

State of Montana Policy:

The State of Montana is committed to providing reasonable accommodations to employees or applicants with disabilities in accordance with federal and state law. Reasonable accommodations are available upon request to assist an employee or applicant in any of the following:

- assure equal opportunity in the employment process;
- enable a qualified individual with a disability to perform the essential functions of the job
- enable an employee with a disability to enjoy equal benefits and privileges of employment.

<http://mt.gov/statejobs/ReasonableAccommodationandEEO.asp>

AmeriCorps Policy:

Programs and activities must be accessible to persons with disabilities, and the grantee must provide reasonable accommodation to the known mental or physical disabilities of otherwise qualified members, service recipients, applicants, and program staff. All selections and project assignments must be made without regard to the need to provide reasonable accommodation.

The vast majority of accommodations are inexpensive. For those cases where reasonable accommodations are more costly, there is a limited amount of money available through State Commissions to provide accommodations for service members. The Office of Disability Employment Policy operates a toll-free, confidential, free resource for employers on reasonable accommodation requirements and options for accommodating employees at (800) 526-7234 (voice/TTY), e-mail at JAN@jan.icdi.wvu.edu, or website at www.jan.wvu.edu.

Accommodations that impose an undue financial or administrative burden on the operation of the program or fundamentally alter its nature are not reasonable accommodations. However, the grantee must document and prove any undue burden. Similarly, a person who poses a direct threat to the health or safety to himself or herself or to others, where the threat cannot be eliminated by reasonable accommodation, is not a qualified individual with a disability. In such instances the grantee must document and prove the direct threat.

For more information contact:

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