



ADA Accommodation

Approaching the issues related to ergonomics in the workplace using a program approach will result in a safer work environment, improved work efficiency, increased productivity, and greater job satisfaction.

[Contact Our Consultants](#)

ADA Accommodation Experts

The experience of our staff includes specific training and experience in personnel risk management which is integrated with our experience in providing ADA accommodation analysis services.

Our experienced consulting staff will:

- Work with you and the employee.
- Guide you through a process to resolve issues.
- Provide a clear and concise analysis with "next steps".
- Identify necessary equipment, tools and assistive devices.
- Provide detailed written reports when requested.

ADA Accommodation Process

Review accommodation request.

Meet with subject matter experts to complete the essential function job analysis.

Meet with the employee to discuss the process, as well as review the essential job analysis, determine specific issues they are having, and review the accommodation request.

Obtain employee's physical and/or cognitive capacities and restrictions through appropriate medical providers.

Submit the essential function job analysis to appropriate medical providers.

Communicate with medical providers to gain a better understanding of the issues and need for accommodation, when necessary. This is often a meeting with the employee and the medical provider.

Communicate the accommodation recommendation to the employer and employee.

The outcome is either:

- The essential functions of the job can be performed with accommodation
- The essential functions of the job cannot be performed with or without accommodation

Vocational Consulting & Forensic Experts

Let us help you create a safer work environment, improved work efficiency, increased productivity, and greater job satisfaction.

Contact

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