Under Federal, State and Local law (e.g., the Americans With Disabilities Act, New Jersey Law Against Discrimination, New York Human Rights Law, etc.), employers are required to provide reasonable accommodations to individuals with disabilities. Generally, reasonable accommodations enable those with disabilities to apply for a position or to perform the essential functions of their job. Reasonable accommodations may include:

- Restructuring job duties;
- Enhancing accessibility of facilities;
- Providing additional or modified equipment;
- Changing policies;
- Reassignment to another job;
- Modifying schedules;
- Working from home, and/or;
- Providing unpaid leave.

However, if an accommodation would cause an "undue hardship" to the business, or if the individual cannot perform the essential functions of the job, no reasonable accommodation is required. One of the many ways that companies can find themselves in violation of these laws is to deny accommodations without engaging in an interactive process with the disabled individual. In many cases, simple accommodations can be offered that allow an individual to perform their job duties and satisfy an employer's legal requirements.

Employers in New York, New Jersey, and Connecticut should also be mindful that in addition to accommodating disabilities, businesses must also provide reasonable accommodations for pregnant employees and for an individual's religious beliefs.

Speak With an Accommodation Attorney Today

The line between compliance and violation is thin – Hackensack Employment Attorney Gregg H. Salka, Esq. has counseled clients on accommodation issues his entire legal career and can assist your small or large business in navigating this deceptively straightforward area of the law. Contact Salka Law LLC today for a Free Legal Consultation.