# Reasonable Accommodations Under the Americans with Disabilities Act

**Quick Reference Guide** 



#### **OVERVIEW**

The Americans with Disabilities Act of 1990 (ADA) is designed to remove barriers that prevent qualified individuals with disabilities from enjoying the same employment opportunities available to persons without disabilities.

# **ADDITIONAL INFORMATION**

Individuals must have a physical or mental impairment that substantially limits one or more major life activities.

Reasonable Accommodations are modifications to a job, work environment, or process that enable qualified individuals the same level of performance.

# **CONTACT INFORMATION**

Disability Program Manager
Office of Human Resources
dpm@montgomerycountymd.gov

240-777-5176

# **REQUEST PROCESS**

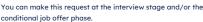
#### **CURRENT EMPLOYEES**



Speak with your Supervisor.

**JOB APPLICANTS** 

### Speak with your Recruiter.





conditional job offer phase.

**AFTER REQUEST SUBMISSION** 



The Disability Program Manager will contact you.

At this stage, individuals discuss the request and identify the

Job classification review.

The review helps establish the essential functions of the role.





#### Determination provided.

Occupational Medical Services (OMS) will decide on the individual's request and, if applicable, detail the types of accommodations available.