# Accommodations Categories Chart

Accommodations are often thought of as physical equipment or modifications. However, accommodations can include a wide range of non-physical modifications. It is helpful to consider these six categories (specified in the ADA) with the employer and employee when discussing how to resolve task barriers. This is not an all-inclusive chart, but one to give an idea of what each category can entail.

| TYPE | DEFINITION | DISABILITY | EXAMPLE |
|---|---|---|---|
| Job restructuring | Adjustment to work procedures or to the order in which tasks are usually performed | • Diabetes<br>• Learning Disability<br>• Arthritis | • Change work schedule<br>• Rearrange the order in which task are done<br>• Decrease number of non-essential job duties |
| Assistive device | Objects that help an employee do the job or complete tasks with greater ease or independence | • Mobility<br>• Cerebral Palsy<br>• Vision Impairment<br>• Multiple Sclerosis<br>• Blindness | • Mechanical reacher<br>• Electric stapler<br>• Magnifying lens<br>• Non-skid material/surface/mat<br>• Voice-activated computer/software |
| Training | Teaching methods that help an employee to learn or re-learn job duties | • Learning Disability<br>• Vision Impairment<br>• Down Syndrome<br>• Mental Illness | • Use a map to orient new employees<br>• Supply large print instructions<br>• Demonstrate a different way to perform a task<br>• Allow class to be audio-taped for note-taking task |
| Personal assistant | Person who assists an employee with job duties, work routines, or work-related aspects of a job | • Deaf<br>• Learning Disability<br>• Down Syndrome | • Interpreter assists with communication<br>• Co-workers help with a task<br>• Job coach/mentor provides training or support |
| Building/physical modification | Alterations to the physical environment that allow safe and equal access to facilities | • Multiple Sclerosis<br>• Blindness<br>• Hard of Hearing | • Lever added or replacing a round door knob<br>• Raised letters on elevators and signs<br>• Flashing lights on firm alarms and telephones |
| Job | Temporary or permanent task transfers between co-workers or sharing jobs with other employees | • Mobility<br>• Mental Illness<br>• Cerebral Palsy | • Swap task with co-workers<br>• Job share with co-workers<br>• Reassign task to another employee |

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