

REASONABLE ACCOMMODATION

Authority 1

Make reasonable accommodations to the religious needs of applicants and employees when those accommodations can be made without undue hardship on the business of the agency.

(29 CFR §1614)

Delegate(s)

Deputy Commissioners

General Counsel

Chief Actuary

Regional Commissioners

Condition(s)

Further redelegations are authorized.

NOTE: *This is an Equal Employment Opportunity (EEO) authority. The exercise of this authority is subject to oversight by the agency's EEO Director.*

Authority 2 – Approval of Reasonable Accommodations

Grant (or approve) requests for reasonable accommodations from employees and applicants with disabilities as defined by the Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq. (For denials, see Authority 3.)

- A. Assistive technology, devices, and equipment.
- B. Disability services including, but not limited to, assistive technology training, sign language interpreting and related services to employees who are deaf or hard of hearing, and/or personal and reader assistants.
- C. Job restructuring, schedule modification, and leave.
- D. Reassignment.
- E. Telework as a reasonable accommodation.
- F. Workspace or facility modifications.
- G. Other types of reasonable accommodations not mentioned above.

(29 CFR §1630.2)

NOTE: *For requests for medical parking at the headquarters complex, see Authority 34 of the Facilities Management delegations.*

Delegate(s)

Authority 2A

Nationwide – Associate Commissioner for Personnel, National Reasonable Accommodation Coordinator/Director of the Center for Accommodations and Disability Services

Not exceeding \$100 – Deputy Commissioners, General Counsel, Chief Actuary, Regional Commissioners, Regional Chief Administrative Law Judges, Associate Commissioner - Office of Central Operations

Condition(s)

Further redelegations are authorized.

Authority 2B

Nationwide – Associate Commissioner for Personnel, National Reasonable Accommodation Coordinator/Director of the Center for Accommodations and Disability Services

Condition(s)

Further redelegations are authorized.

Authority 2C, 2D, 2E, 2F, 2G

Deputy Commissioners, General Counsel, Chief Actuary, Regional Commissioners, Regional Chief Administrative Law Judges, Associate Commissioner- Office of Central Operations

Condition(s)

Further redelegations are authorized.

Authority 3 – Denial of Reasonable Accommodation

Deny requests for reasonable accommodations from employees and applicants.

Delegate(s)

Nationwide – Associate Commissioner for Personnel, National Reasonable Accommodation Coordinator/Director of the Center for Accommodations and Disability Services

Condition(s)

Further redelegations are authorized.

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