

## **At Your Desktop Training: provided by the Disability Awareness Resource Team, a committee of your Workforce Development Board**

**CURRENT TOPIC:** What is an employer obligated to do when an accommodation is requested under the Americans with Disabilities Act?

Employers often have questions about making accommodations. It sounds expensive, they may not have access to the help they need or internal expertise to provide an accommodation.

- 1) Click and follow the link for a (6) minute video that describes the law and what is required for an employer.

<http://blog.hr360.com/hr-blog/what-employers-need-to-know-about-disability-and-religious-accommodations-for-employees-video-blog>

- 2) There are several resources (FREE) nearby to help you, and an employer.

### **Your local resources:**

Michigan Rehabilitation Services

<http://www.michigan.gov/mdhhs>

In Kalamazoo: (269) 337-3700

In Battle Creek: (269) 968-3311

Serving employers and people with disabilities (except those with legal blindness)

Our Business Resource Unit can provide, at no cost, an assessment of a worksite, suggest specific accommodation, provide purchasing information and follow up to see how the accommodation is working. They also provide training on disability awareness.

Bureau of Services to Blind Persons website:

<http://www.michigan.gov/lara>

In Kalamazoo: (269) 337-3848

Serving employers and people with blindness and low vision

Disability Network of Southwest Michigan

[www.dnswm.org](http://www.dnswm.org)

In Kalamazoo: (269) 345-1516 or toll free (877) 674-5209

Serving people with disabilities through advocacy, information and support services

For even more information, including possible accommodations for specific disabilities: [www.askjan.org](http://www.askjan.org)

Toll free (800) 526-7234