

## Reasonable Accommodation Issues

1. Employers may require employees to request reasonable accommodations in writing.

TRUE                  FALSE                  IT DEPENDS

Notes:

2. Employers may require employees to provide documentation of their disability when requesting reasonable accommodation.

TRUE                  FALSE                  IT DEPENDS

Notes:

3. If an employee is disciplined for a workplace infraction, such as tardiness or absenteeism and then tells his supervisor he has a psychiatric disability, the employer must rescind the discipline as a reasonable accommodation.

TRUE                  FALSE                  IT DEPENDS

Notes:

4. A family member, friend, or health care provider may request reasonable accommodation for an employee with a disability.

TRUE                  FALSE                  IT DEPENDS

Notes:

5. Family members of people with disabilities are entitled to reasonable accommodation. For instance, if an employee's child has cerebral palsy, the employer must allow the employee to leave work on a regular basis to take the child to therapy.

TRUE                  FALSE                  IT DEPENDS

Notes: