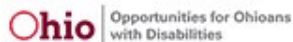


The Employers' Reasonable Accommodation Handbook

Session Five: Sensory Disabilities



Reasonable Accommodation Examples for Blind or Low Vision

Accessible Work Environment

- Provide orientation and mobility training to assist with navigation
- Install textures or contrasting colors on steps
- Permit lighting to be controlled
- Provide tactile maps of the workplace

Job Restructure

- Provide color-coded and tactile labels for supplies, items, and tools
- Provide materials in large print
- Permit telework
- Allow in-person meetings to be attended virtually

Altering Supervisory Methods

- Describe information delivered visually in an audio format
- Provide meeting notes in an electronic format that is screen reader accessible

Equipment or Services

- Provide screen reader and magnification software
- Provide color identifying apps
- Offer a reader for printed materials.
- Provide a driver or ride-share service

Modifying Policies

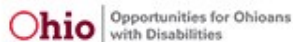
- Modify a "No Animal" policy to permit the use of a service animal to assist with navigating the workplace

Permit a Flexible Schedule

- Adjust the start time for an employee using public transportation
- Modify breaks to manage disability-related symptoms, such as eye fatigue

The Employers' Reasonable Accommodation Handbook

Session Five: Sensory Disabilities



Reasonable Accommodation Examples for Deaf or Hard of Hearing

Accessible Work Environment

- Locate the workstation away from noisy areas or near an emergency alarm with a visual indicator
- Position sign language interpreters in adequate lighting

Job Restructure

- Illustrate instructions and processes with written and visual images
- Communicate brief and routine information in written formats, such as text messages or emails

Altering Supervisory Methods

- Provide a written transcript after team meetings
- Use video remote interpretation or text messaging for in-person communications

Equipment or Services

- Provide assistive listening devices that amplify sounds
- Install visual and tactile alerts for emergency notifications
- Provide live captions

Modifying Policies

- Modify an Information Technology policy to permit the use of a third-party communication application on a Smart device

Permit a Flexible Schedule

- Allow an employee to leave early to attend an appointment related to an assistive listening device or hearing aid and make up the time another day