

Workshop: Accommodation Process

Report/
Intake

Gather/
Eligibility

Consider/
Dialogue

Determination/
Communication

Monitor/
System

General Instructions:

- We have documented three scenarios and will split into groups
- Everyone in the room will work on the same three scenarios (one at a time)
- Each has some implied complexities
- Your group has been assigned one phase in the ADA process
- Coordinate with your table mates and discuss that phase in the process and be prepared to talk to the group
- Things to consider:
 - How these might be standard / non-standard in your process
 - What might you do differently, give the complexities?
 - Think about it from the employee, manager and HR perspectives

Feel free to discuss the case end to end but start with your phase. We will have about 10-15 minutes for each scenario so we will move quickly through the cases

Scenario 1: An OR Nurse returning back from knee replacement surgery and needs temporary job reassignment to accommodate their inability to stand for long periods of time.

Report/Intake