

**161—8.11(216) Reasonable accommodations—assessment and placement.**

**8.11(1)** Employers shall accommodate the known physical or mental limitations of qualified disabled applicants or employees, unless doing so would result in an undue hardship. Employers cannot deny employment opportunities to qualified disabled employees or applicants due to their need for reasonable accommodation.

**8.11(2)** Reasonable accommodation may include:

- a.* Making facilities readily accessible to individuals with disabilities; and
- b.* Job restructuring, modified work schedules, acquisition or modification of equipment or devices, readers or interpreters, or similar actions.

**8.11(3)** In determining whether an accommodation would impose an undue hardship on an employer, factors to be considered may include:

- a.* The size of the employer, including the number of employees, number and type of facilities, and budget;
- b.* The nature of the employer's operation, including the composition and structure of its workforce; and
- c.* The nature and cost of the accommodation.

[ARC 8199C, IAB 8/21/24, effective 9/25/24]