TOTAL WELLBEING EXPO

Virtual Event

Accommodations for the Carolina Workforce

Equal Opportunity and Compliance
Agenda

- True/False Questions
- Types of Accommodations
- How to Request Accommodations
- The Interactive Process
- Documentation
True or False

- 1 in 4 individuals in the United States have a disability
True or False

- All people with disabilities require accommodations
True or False

• Under the ADA, an employer cannot fire an employee who has a disability
Accommodation Types

- Disability (ADA)
- Religious (Title VII)
- Pregnancy/Lactation (Title IX, PWFA, and PUMP Act)
Disability Accommodations

Disability accommodations may include, but are not limited to, the following:

- Telework
- Modified schedule
- ADA Leave
- Travel-related
- Equipment
- Emotional Support Animal (ESA)
- Point-to-Point (P2P)
Religious accommodations may include, but are not limited to, the following:

- Prayer breaks
- Access to prayer space
- Flexible scheduling
- Dress code exceptions
Pregnancy Accommodations

Employee pregnancy accommodations may include, but are not limited to, the following:

• Modified work schedule
• Flexible break schedule
• Additional equipment (e.g., a stool for elevating legs, a seat cushion, or a different desk)
• Access to water and food, when needed
• Telework
• The PUMP Act requires employers to provide a reasonable break time for an employee to express milk

• go.unc.edu/lactation
How to request an accommodation

EOC Accommodations Process

On average, it takes 30 business days from the date the EOC receives all required documentation to complete a request. Below is a series of steps to guide an individual through the process of requesting an accommodation related to disability, pregnancy or religion. Note: For student accommodations related to disability, please contact Accessibility Resources & Service by emailing ars@unc.edu.

<table>
<thead>
<tr>
<th>Step One: Accommodation Request Form</th>
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<tr>
<td>Step Two: Additional Documentation</td>
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<td>Step Three: Meeting with EOC</td>
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<td>Step Four: Approval</td>
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• go.unc.edu/accommodationrequests
The Interactive Process

- Process recommended by the EEOC to determine accommodations
- Not required if obvious disability
- Analyze job and determine essential functions
- Consult with employee to discuss disability and job-related limitations
- Meet with supervisor
- Select and implement accommodations
- Send out accommodation notice
• Accommodation Request Form
• ADA Documentation of Disability Form
• Voluntary Self ID
• Healthcare Provider Release Form
• Additional medical documentation
• go.unc.edu/accommodationrequests
Questions?

Contact us:

- Email: accommodations@unc.edu
- Phone: 919-966-7545
Thank you for attending!