



# 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



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

# Lactation Accommodations



- The PUMP Act requires employers to provide a reasonable break time for an employee to express milk
- [go.unc.edu/lactation](https://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](mailto:ars@unc.edu).

Step One: Accommodation Request Form



Step Two: Additional Documentation



Step Three: Meeting with EOC



Step Four: Approval



- [go.unc.edu/accommodationrequests](https://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

# Documentation



- Accommodation Request Form
- ADA Documentation of Disability Form
- Voluntary Self ID
- Healthcare Provider Release Form
- Additional medical documentation
- [go.unc.edu/accommodationrequests](https://go.unc.edu/accommodationrequests)

# Questions?



Contact us:

- Email: [accommodations@unc.edu](mailto:accommodations@unc.edu)
- Phone: 919-966-7545



Thank you for attending!



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