

Reasonable Accommodation Resources



California Department of Human Resources
Office of Civil Rights

Statewide Disability Advisory Council | May 16, 2024

Statewide Model RA Policy (Disability)

- [Published](#) August 2023
- Authority: GC 19790 (b)
- Sample/Guide
- Begins with a Policy Statement:
[Agency/Department/Commission] shall engage in a timely, good faith, interactive process with qualified applicants or employees with physical or mental disabilities requesting reasonable accommodation, as required by the Fair Employment and Housing Act.



Reasonable Accommodation



Reasonable Accommodation is any modification or adjustment to a job, the work environment, or in the way things are customarily done, that enables a qualified person with a disability to have equal employment opportunity.

Disability

A condition that limits a major life activity, including physical and mental disabilities, as well as medical conditions such as cancer or HIV/AIDS.



Who is covered by RA?

Fair Employment and Housing Act (FEHA):

RA is for the known physical or mental disability of an applicant or employee.

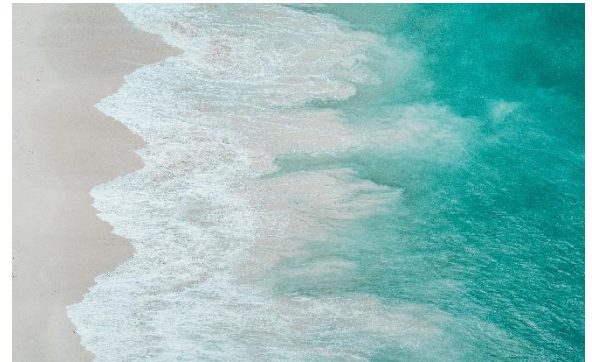
Americans with Disabilities Act (ADA):

A person with a disability is anyone who...

1. Has a disability
2. Has a history or record of such disability
3. Is regarded as having or having had such disability

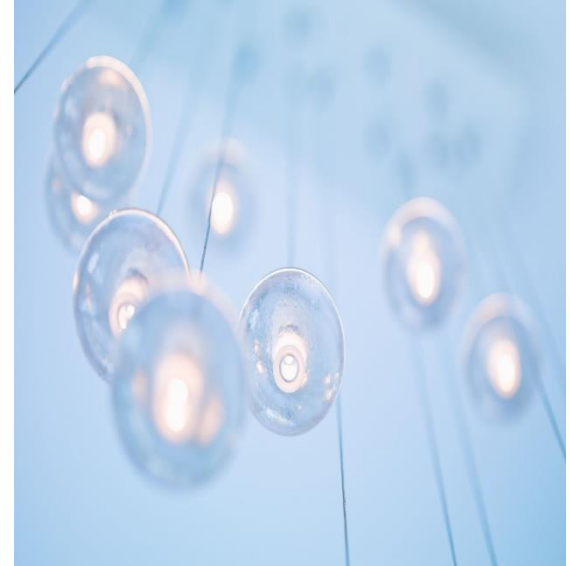
RA Resources:

- RA Coordinator
 - Leads the agency's RA interactive process
 - Evaluates, processes, and ensures RA implementation
- [EEO Officer](#) – Leads or oversees the agency's RA process.
- [Model RA Policy](#)
- Your department's RA Policy
- [RA Information two-pager](#)
- [CalHR RA Webpage](#)



Call to Action:

- Familiarize yourselves with your department's RA Policy.
- Invite your RA Coordinator and EEO Officer to speak in your DAC meeting.
- Pursue collaborative projects with your EEO Officer and RA Coordinator, e.g., RA policy awareness and training.





FOR QUESTIONS, PLEASE CONTACT:
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