



WHAT WE

DO?

The EARC is San Jose State University's administrative program charged with collecting confidential, medical and professional verification of an employee's disability to determine potential reasonable and appropriate employment accommodations.

BUILDING AN INCLUSIVE WORKFORCE

SCAN ME



WWW.SJSU.EDU/EARC

GET IN TOUCH



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accommodations@sjsu.edu



Administration Building
Room 112



EMPLOYMENT ACCOMMODATIONS RESOURCE CENTER (EARC)



WHO IS COVERED?

Individuals covered under the Americans with Disabilities Act of 1990 (ADA), as amended by the ADA Amendment Act of 2008 (ADAAA), are:

- People who have a mental or physical impairment that substantially limits a major life activity such as walking, seeing, breathing, and working.
- People who have a record of an impairment such as cancer in remission.
- People regarded as having a disability

California's Fair Employment Housing Act (FEHA) provides broader coverage to individuals who have or are perceived to have a mental disability, physical disability, and/or medical condition, and does not require that limitation of a major life activity be substantial.

TYPES OF

ACCOMMODATIONS

An accommodation is a change in the work environment or in the way things are customarily done that would enable a qualified employee to enjoy equal employment opportunities which may include:

- acquiring or modifying equipment or devices,
- job restructuring,
- part-time or modified work schedules;
- adjusting or modifying examinations, training materials, or policies,
- providing readers and interpreters, and
- making the workplace readily accessible to and usable by people with disabilities.

PERSONAL AIDS

The EARC is not required by law to provide individuals with personal aids such as; hearing aids, wheelchairs, walkers, eyeglasses, canes or seat cushions.

- ▶ Maintain confidentiality
- ▶ Refer employee to the EARC
- ▶ Engage in good faith discussions about employment accommodations with EARC

SUPERVISOR

RESPONSIBILITIES

