

Reasonable Accommodations under ADA



Two Beta Technology employees have approached you requesting accommodations for disabilities.

One employee is requesting a modified work schedule because she is undergoing radiation for breast cancer and cannot work a full 8-hour day. She is on the sales team.

 *Click to read the e-mail from the employee.*



Reasonable Accommodations under ADA



E-Mail



From: Sheila Mayberry
To: Senior Compliance Officer, Beta Technologies

Date: Tue, 4 Apr

Good morning!

As you may be aware, I was recently diagnosed with breast cancer. My doctor has scheduled me for a series of radiation treatments over the next sixteen weeks, in hopes of avoiding surgery.

The treatments are scheduled for Friday afternoons so that I miss as little work as possible and



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E-Mail



From: Sheila Mayberry
To: Senior Compliance Officer, Beta Technologies

Date: Tue, 4 Apr

The treatments are scheduled for Friday afternoons so that I miss as little work as possible and have the weekend to recover. However, my doctor will not allow me to work more than six hours a day until my treatment is over and I am cleared.

I was wondering if I would be allowed to do this in order to continue working.
Please let me know if you have any questions!

Have a great day!



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E-Mail



From: Sheila Mayberry
To: Senior Compliance Officer, Beta Technologies

Date: Tue, 4 Apr

Please let me know if you have any questions!

Have a great day!

Sheila Mayberry



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The other employee is a receptionist who is returning to work after a car accident. She is in a wheelchair and is requesting some changes to her work area, including a new desk that will fit her wheelchair. She is undergoing therapy and is expected to be out of her wheelchair within six months.

 ***Click to read the e-mail from the employee.***



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E-Mail



From: Brianna Mueller

Date: Tue, 4 Apr

To: Senior Compliance Officer, Beta Technologies

Good afternoon!

My doctor has approved my return to work as of next week. However, due to my injuries I will be in a wheelchair for at least another six months. My work area will require some changes in order to accommodate my situation. I will not be able to use the desk chair, so my workspace will have to be redesigned for my wheelchair. I will need to have all equipment placed within my reach as well.



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E-Mail



From: Brianna Mueller
To: Senior Compliance Officer, Beta Technologies

Date: Tue, 4 Apr

My doctor can provide you with additional information regarding my limitations and appropriate accommodations should you require them. I am also available to answer any questions you may have.

Thank you for your cooperation.

