

# REASONABLE ACCOMMODATIONS

## HELPFUL LINKS

### WHAT ARE REASONABLE ACCOMMODATIONS?

Reasonable accommodations are adjustments to the work environment that employers are required to make to allow someone with a disability (which includes mental distress/illness) to continue working safely, effectively and fairly.

### EXAMPLES OF REASONABLE ACCOMMODATIONS

- Changes to **working area**
- Changes to **working hours**
- Spending time **working from home**
- Offering **part-time work**
- Being allowed to **take time off**
- Allowing a **gradual return to work** after a period of absence
- **Restructuring jobs**, or changing tasks and/or their level of challenge
- Allowing **frequent breaks**

### FURTHER SUPPORT

Reasonable accommodations don't usually cost an organisation much money to implement, but if they do, funding may be available from sources such as:

- [Job Support and Training Support Fund](#)
- [Work and Income Modification Grant](#)
- [Mainstream Supported Employment Programme](#)

For more information, go to:

- [Employment New Zealand - Reasonable accommodation](#)
- [HRC – Reasonable Accommodation guide](#)

