Do any students in your lab need an accommodation?

An accommodation better aligns **people with disabilities** to their workplace and allows them to perform their core job functions/research.

Accommodation is specific to the limitations relating to a person's disability, but *could* look like:

To learn more, take the Reasonable Accommodations & the Interactive Process training in LMS. It is short and very helpful.



Using auxiliary equipment or devices

- Screen reader
- Assisted listening devices
- Braille or large-print materials



Modifying job duties, schedule, or location

- Taking longer or more frequent breaks
- Allowing periodic snacks or drinks
- Modifying work schedule
- Leave
- Reallocating nonessential functions to other employees
- Providing both written and spoken task instructions
- Reassignment to another role (last resort)



Providing accessible work and non-work areas

- Using a stool for tasks that might usually be performed while standing
- Lowering handles, dispensers, and signs
- Offering an accessible parking space
- Changing a workstation to accommodate a wheelchair or other mobility device
- Adjusting layout in break rooms and common areas

Here's how to respond when a UCR student discloses a disability and requests accommodation:



Confidentially Clarify

If it isn't clear whether the student is requesting an accommodation for a disability, don't be afraid to ask them—but **don't** ask them for medical information and **don't** discuss the request or situation with other students in the lab.

It is ok for you to share information about the student with SDRC, Disability Management or your FAO or HR/AP rep—this is not a FERPA or HIPAA problem!



Promptly

Connect the student with Disability Management (if they are a student employee AND the accommodation would be in their employee capacity) or Student Disability Resource Center (if they aren't in an employee role) right away. Email addresses below.



disabilitymanagement@ucr.edu



sdrc@ucr.edu