

REASONABLE ACCOMMODATION POLICY

SUMMARY OF CHANGES

6-03-2021

- Policy reviewed by Diversity and Workforce Services Division to confirm alignment with current practices and by Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies.
- OSHR received feedback that the current version of the Reasonable Accommodation policy only provides accommodations for pregnancy based on an ADA qualifying condition. The recommendation changes clarify that accommodations will be consistent with the ADA as well as the PDA requiring that if a woman is temporarily unable to perform her job due to a medical condition related to pregnancy or childbirth, the employer or other covered entity must treat her in the same way as it treats any other temporarily disabled employee. Reported to SHRC on June 3, 2021.

12-3-2020

- Policy reviewed by Diversity and Workforce Services Division to confirm alignment with current practices and by Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies. The following changes were reported to the SHRC on December 3, 2020:
 - Added Pregnancy Discrimination Act to purpose statement.
 - Expanded what reasonable accommodation includes.
 - Reasonable Accommodation (Pregnancy) section added.
 - Note removed from end of policy.

10-6-2016

- Updated the policy to include the amendment to the Americans with Disabilities Act, which is indicated as the “Americans with Disabilities Act Amendments Act.”
- Updated the appeal process. Removed language that the decision could be appealed directly to the State Personnel Commission by filing a petition for a contested case with the Office of Administrative Hearings.
- Added language that a grievance may be filed within 15 calendar days of receiving the decision from the agency. The new language is aligned with the current North Carolina State Government Employee Grievance Policy (eff. 12-3- 2015).

11-1-2006

- New policy to assist agencies and employees in requesting and processing reasonable accommodation requests and to assure compliance with the ADA.