

REASONABLE JOB ACCOMMODATIONS REPORT FY 2010
(July 1, 2009 – June 30, 2010)

This report is to provide documentation regarding reasonable job accommodations provided to staff in fiscal year 2010.

CFS will make every attempt to provide reasonable job accommodations for its employees with disabilities when requested. Reasonable job accommodations may be made as long as the accommodation does not cause an undue hardship on the agency in terms of safety and/or financial constraints. A critical issue is whether the essential job functions of that particular position description can be performed by the individual with an accommodation.

During FY 2008, there were no new requests for job accommodations. (Note: job modifications due to temporary injuries, illness, or other conditions are not considered as reasonable accommodations).

In accordance with the Accessibility Policy, CFS provided the following accommodations to its employees on an ongoing basis:

- Telephone amplifiers – for individuals with hearing impairments.
- Speaker phones – for individuals with mobility and/or hearing impairments.
- Large print and/or pictorial signs/posters – for individuals with vision or reading disabilities.
- Flashing fire alarms – for individuals with hearing impairments.
- Sign Language Interpreters for training and staff development days for individuals with hearing impairments.
- Installation of additional speakers and amplification in identified areas – for individuals with hearing impairments.