


Reasonable Accommodation

in Employment



Having any kind of disability does not necessarily mean that the person cannot be educated or gainfully employed. What prevents them from accessing education or employment are the physical and social barriers which place them at a disadvantage when performing the required tasks. Reasonable accommodation allows a person with a disability to make certain reasonable requests for specific structures to be put into place, which will enable them to perform and function at the same level as non-disabled students or employees.

For persons with psychosocial or intellectual disabilities, the following list of reasonable accommodations may be applicable:

- Quiet workspace – limiting distractions due to sound sensitivity
- Flexi-time due to medication side-effects resulting in difficulty in getting up in the mornings
- Tasks conveyed via email or in writing - to refer back to where memory is affected
- One task at a time - due to difficulty to prioritise
- Assistance with prioritising - where too many instructions will cause confusion
- Avoid long sentences when giving instructions - to ensure that information is not lost due to concentration and interpretation of content
- Providing the person with the opportunity to work from home when required, especially when certain tasks require focus and intense concentration
- Provide frequent breaks - due to concentration difficulties
- Allow for absence from work for monthly and / or weekly follow-up visits to the clinic or treating practitioner and / or the collection of medication
- Extended sick leave when relapses occur - recovery

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