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Disabilities in the Workplace: Reasonable Accommodation

YOUR LEGAL RIGHTS

Tagalog

If you qualify as an employee with a disability, you may be entitled to a “reasonable accommodation” at work to enable you to perform your job and/or protect your health (See our Fact Sheet titled Disabilities in the Workplace: An Introduction to State and Federal Laws for general disability information). In California, employers with five or more employees must provide reasonable accommodations to employees and job applicants with disabilities under the Fair Employment and Housing Act (“FEHA”). Employers with fifteen or more employees must accommodate under the federal Americans with Disabilities Act (“ADA”).

This fact sheet provides information about reasonable accommodations. It does not cover every employment situation but instead provides general guidance as to your rights to reasonable accommodations on the job.

For further information about your employment rights, contact the Workers’ Rights Clinic.

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