

Overview of Reasonable Accommodations

The United States Mint is committed to providing reasonable accommodation to employees and applicants for employment in order to assure that qualified individuals with disabilities enjoy full access to equal employment opportunity (EEO). The Mint shall provide reasonable accommodation for employees and applicants with disabilities, unless the Mint can demonstrate that a particular accommodation would impose an undue hardship on the operation of its programs. It's the United States Mint's policy and it's the law. More information on the policy and procedures can be found in the [Procedures to Facilitate Provisions of Reasonable Accommodation](#).

Important Terms to Know:

An Individual with a Disability is defined as a person who: 1) has a physical or mental impairment that substantially limits one or more of such person's major life activities; 2) has a record of such an impairment; or 3) is regarded as having such an impairment. 29 CFR 1630.2(g).

Major Life Activities include caring for one's self, walking, seeing, hearing, speaking, breathing, learning, and working. 29 CFR 1630.2(h)(2)(i).

Qualified Individual with a Disability means an individual with a disability who satisfies the requisite skill, experience, education, and other job-related requirements of the employment position such individual holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of such position. 29 CFR 1630.2 (m).

A Reasonable Accommodation is an adjustment or alteration that enables a qualified person with a disability to apply for a job, perform job duties, or enjoy benefits and privileges of employment. There are three categories of reasonable accommodations:

- modifications or adjustments to a job application process to permit an individual with a disability to be considered for a job (such as providing application forms in alternative formats like large print or Braille);
- modifications or adjustments to enable a qualified individual with a disability to perform the essential functions of the job (such as providing sign language interpreters); and
- modifications or adjustments that enable employees with disabilities to enjoy equal benefits and privileges of employment (such as removing physical barriers in an organization's criteria).

Undue Hardship is an action requiring significant difficulty or expense on the part of the agency, when considered in light of factors such as the agency's size, financial resources, and the nature and structure of the position. Determination of undue hardship is always made on a case-by-case basis.