QUESTIONS EMPLOYERS CAN ASK ABOUT ACCOMMODATION

The Job Accommodation Network (JAN), a service of the Department of Labor's Office of Disability Employment Policy, offers guidance and ideas about accommodating employees with Substance Use Disorder. Not everyone with this medical condition will require employment accommodations, and JAN offers a list of questions employers can answer to make that determination:

- What limitations is the employee experiencing?
- How do these limitations affect the employee and the employee's job performance?
- What specific job tasks are problematic as a result of these limitations?
- What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
- Has the employee been consulted regarding possible accommodations?
- Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
- Do supervisory personnel and employees need training?

Whether and how the employer is obligated to accommodate an employee with Substance Use Disorder depends on what the law requires, the employee's specific job responsibilities and the treatment and recovery plan "prescribed" for them. Be sure to consult with legal counsel about any accommodation obligations.

Together Arkansas, including the course and these resource materials, has been developed to raise awareness with businesses about how to respond to the risks associated with the misuse of opioids and other drugs. The content is meant for educational purposes only and not for the purpose of providing legal advice or replacing the work needed to develop a responsible drug-free workplace policy and program. As such, it should not be used as a substitute for consultation with a legal professional or other competent advisor. If you have questions about this course or the information presented here, please reach out Contact@TogetherArkansas.com.

To view the other modules in this course, visit www.TogetherArkansas.com.

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