

# Disability Compliance

## Newsletter October 2018



### Navigating the Reasonable Accommodation Process

#### What is a Reasonable Accommodation?

A reasonable accommodation is a change, exception, or adjustment to a program, service, building, dwelling unit, or workplace that will allow a qualified person with a disability to:

1. Participate fully in a program;
2. Take advantage of a service;
3. Live in a dwelling; or
4. Perform a job.



### Examples of a Reasonable Accommodation



**Wheelchair  
Assessible Unit**



**Extra Bedroom  
for a Live-In-Aide**



**Grab Bars &  
Hand Held Shower**

## Examples of a Reasonable Accommodation (continued)



**Automatic Door  
Opener**



**Assistant Animal**



**Strobe Door Bell**

It is important to note that a third party professional must verify that there is a need for each request and provide an explanation why each request is needed. In some cases, if a person has an obvious disability and the nexus is also obvious, as it relates to the request, verification from a third party professional may not be needed.

Lastly, please keep in mind that each request is assessed based upon the merits of the information submitted and that no request is automatically granted. As a result, it is possible for a request to be modified or denied, and when any request is denied the resident/applicant has the option to request a grievance and provide additional information.

## Who is defined as a qualified person with a disability?

The Fair Housing Act defines qualified person with a disability to include:

1. Individuals with a physical or mental impairment that substantially limits one or more major life activities;
2. Individuals who are regarded as having such an impairment; and
3. Individuals with a record of such an impairment.

*For more information, the HACP's Reasonable Accommodation Policy is available on-line in the Admissions and Continued Occupancy Policy (ACOP) 2017 of Public Information at <http://www.hacp.org/public-information>.*



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