

# REASONABLE ACCOMMODATION (RA)

## WHAT IS REASONABLE ACCOMMODATION (RA)?

Reasonable accommodation means any change or adjustment to a job that permits a qualified person to perform the job duties. Reasonable accommodations are adjustments or modifications which range from making the physical work environment accessible to restructuring a job, providing assistance equipment, providing certain types of personal assistants (e.g. a reader for a person who is blind, an interpreter for a person who is deaf), transferring an employee to a different job or location, or providing flexible scheduling.

## RA REQUEST PROCESS:

BEGINNING OF INTERACTIVE PROCESS → DISABILITY DETERMINATION → QUALIFICATION

Your request takes thirty (30) days to process for the reasonable accommodation (RA). You may either contact your Manager/Supervisor or the RA office at the contact information listed below:

## OUTCOME OF A RA REQUEST:

1. Reasonable Accommodation in current position
2. Reassignment
3. Denial
4. Nothing provided
5. Assistance provided

## WHO IS ENTITLED TO A REASONABLE ACCOMMODATION?

A qualified individual with a disability is entitled to a reasonable accommodation.

If an employee is not a qualified individual with a disability, we are not obligated to provide a reasonable accommodation, but as a good employer, we may provide assistance.

CONSISTENCY COUNTS!  
(i.e. Disparate Treatment)

Reasonable Accommodation Coordinator (RA-C)

**Ms. Tia L.F. Moala**

(760) 830-6597 | tia.moala@usmc.mil | moalat@usmc-mccs.org

