

BAYLOR SCOTT & WHITE HEALTH ACCOMMODATIONS FAQ

When can I request a reasonable accommodation?

You can request a reasonable accommodation at any point during the application process. You may also request a reasonable accommodation at any point during the hiring interview, after an offer is made, or after starting employment.

What is considered a reasonable accommodation?

Reasonable accommodation refers to the provision of conditions, equipment, and environment that enable an individual to effectively perform his or her job. The U.S. Equal Employment Opportunity Commission describes reasonable accommodation as follows:

"The Americans with Disabilities Act (ADA) requires an employer with 15 or more employees to provide reasonable accommodations for individuals with disabilities unless it would cause undue hardship. A reasonable accommodation is any change in the work environment or in the way a job is performed that enables a person with a disability to enjoy equal employment opportunities. Reasonable accommodations may include changes to the work environment or to the way a job is usually done, access to training or leave.

How long will it take to know if the reasonable accommodation will be made available?

Each accommodation request is reviewed on a case-by-case basis by the Baylor Scott & White Health ADA Accommodation team.

What do I do if I have a question about an accommodation?

For more information, please email us at BSWHRADAaccommodations@BSWHealth.org.