



## How to Request a Reasonable Accommodation

A reasonable accommodation is a change in the work environment or the application process that enables qualified individuals with disabilities to enjoy the same rights, benefits, and privileges of non-disabled employees, including:

1. Modifications or adjustments to a job application process.
2. Modifications or adjustments to the work environment or manner of circumstances under which a position is held or desired.
3. Modifications or adjustments that enable those covered to enjoy equal rights, benefits, and privileges of employment.

As such, the APHIS Ergonomics Program will at times work closely with the Reasonable Accommodations Program to meet an employee's need(s), but is a separate program. Please contact the [Reasonable Accommodations Program](#) for more information.

