[**Reasonable accommodation**](https://www.ncbi.ie/lets-talk-about-reasonable-accommodations/)

Reasonable accommodations are adjustments or modifications that employers make to enable employees with disabilities to perform the essential functions of their job. They help reduce barriers and provide equality of access and opportunity for all through actions that help to alleviate a disadvantage due to an impairment or medical condition.

With reasonable accommodation, a qualified person with a disability can fully participate and handle tasks at work, without being potentially restricted.

Examples of reasonable accommodations may include:

* Physical modifications to the workplace, such as installing a wheelchair ramp or providing an accessible parking space.
* Flexible work arrangements, such as adjusting work schedules or allowing remote working.
* Assistive technology or specialized equipment, such as screen readers or voice recognition software.
* Providing additional training or support to employees with disabilities.
* Making changes to policies or procedures, such as allowing a service animal to accompany an employee to work.

It's important to note that the type of accommodation that is reasonable may vary depending on the nature of the job and the specific needs of the employee.

As long as the accommodation does not pose an undue hardship to the employer, they are required (under the Employment Equality Acts 1998-2015) to take reasonable steps to accommodate the needs of current and prospective employees with disabilities. When assessing the cost of particular accommodation, employers should consider the available support provided by the Department of Employment Affairs & Social Protection.

For people working in the private sector, the **Workplace Equipment Adaptation Grant (WEAG)** can be us towards the cost of adapting the workplace or making it more accessible for staff with disabilities. So, if your empoyer needs to adapt their equipment or buy new one to accommodate you, or there need to be some minor building modifications done, they can apply for this grant that offers a maximum of €6,350 for the expenses. To apply, please follow the steps advised on Citizen Information website, which you can access through the following link: [Workplace Equipment Adaptation Grant (citizensinformation.ie)](https://www.citizensinformation.ie/en/employment/employment_and_disability/grants_for_adapting_or_equipping_the_workplace_for_disabled_staff.html)

For people with sight loss that work in the private sector, there is aso a **Personal Reader Grant** which allows you to employ someone on a part-time or ad-hoc basis (for a maximum of 640 hours a year) to help you with reading at work. To apply, please follow the steps advised on Citizen Information website, which you can access through the following link: [Personal Reader Grants (citizensinformation.ie)](https://www.citizensinformation.ie/en/employment/employment_and_disability/personal_reader_grants_for_blind_or_visually_impaired_employees.html)

Additionally, here are few links that will guide you to other sections of NCBI website where you can learn more about Equality in the Workplace and Grants and Support Schemes:

[Equality in the workplace](https://ncbionline-my.sharepoint.com/:f:/g/personal/martina_melvan_ncbi_ie/EqBj9u3ykUBCnG4chxrdn-MBoEzGI0ki_yjsEoYPH0LF2g?e=u1yQvo)

[Grants and support schemes](https://ncbionline-my.sharepoint.com/:f:/g/personal/martina_melvan_ncbi_ie/EnhHsVP4ebZFha55p1M2LTQBdET5KZYrRwG1KkBnq3K1JA?e=unQJ9W)

If you would like to learn more about reasonable accommodations, this article on the Citizen Information website provides in-depth information on different supports to help you find and keep employment: [Working with a disability (citizensinformation.ie)](https://www.citizensinformation.ie/en/employment/employment_and_disability/working_with_a_disability.html)