



REASONABLE ACCOMMODATION

The Rehabilitation Act

September 16, 2017

USPS employees with physical & mental disabilities are protected against discrimination, via the Rehabilitation Act. This protection is the same that the Americans with Disabilities Act (ADA) gives to private-sector employees.

Two questions must be resolved to determine if an employee has a disability:

1) Does the employee have a physical or mental impairment and 2) If so, does the physical or mental impairment substantially limit a major life activity?

A physical impairment can include any physiological disorder or condition, cosmetic disfigurement, and anatomical loss affecting one or more body systems. A mental impairment can include any mental or psychological disorder and can also encompass emotional or mental illness and specific learning disabilities.



If an employee believes he or she has a disability or is associated with or take care of a person with a disability, the employee or someone on the behalf of the employee can make an oral or written request for reasonable accommodation to his or her supervisor or manager. The employee's supervisor or manager must process the request promptly using guidance contained in USPS handbook EL-307.

APWU members who submit a request for reasonable accommodation are advised that if they do not receive an immediate response to their request or their request is denied should contact their shop steward.

Frederic Jacobs
President

