

What's Next?

I. Review the Type of Accommodation Requested

A Determination will be made as to the type of accommodation being requested e.g. is it a request for a medical accommodation or a religious accommodation.

II. Initiate the Interactive Process

The County will engage in a process of gathering more information and initiating a dialogue with the employee and others, as needed, to fully understand the parameters of the request, and identify potential solutions.

III. Assess the Employee's request in terms of any legal requirements

IV. Determine Accommodations

If applicable, identify potential, reasonable accommodations that won't otherwise create an "undue hardship" for the County if implemented.

V. Notify the Employee

The County will notify the employee in writing that an accommodation has been approved or denied. Information as to the type of accommodation and the implementation process will be included as applicable.

VI. Review and Modify

Review any accommodations as necessary to address changes in circumstances on the part of the Employee or the County. Accommodations may be subject to modification.

For general questions, contact the myOCHR Team at 407-836-5661

Please note: Only your assigned HR representative will have information on your request.