

# Employers 101:

## What does reasonable mean in reasonable adjustments?

Employers should make adjustments if the following apply:

- You could be disadvantaged in work because of your disability
- It's reasonable to make the changes in order to avoid the disadvantage
- The employer knows, or should reasonably be expected to know, about your disability and the disadvantage suffered because of it.



What is reasonable can vary and will depend on a number of things such as:

- The disability
- The size and resource of the employer
- How practical the changes are e.g. if you are a small employer and making the changes would be too expensive/disruptive in terms of business costs/time.

As an employer you should remember the aim of the adjustment is to take away the disadvantage for the disabled person and enable them to carry out their job/duties.

The test whether an adjustment is reasonable, consider asking the following:

- Is it practical to make the adjustments?
- Do you as an employer have the resources to pay for it?
- Will it be effective in overcoming or reducing the disadvantage in the workplace?
- Will the changes that are made have an adverse impact on the health and safety of others in the workplace?