

The easiest accommodation: Additional time off

Consider offering additional medical leave as an accommodation—even if the worker isn't eligible for any more.

Recent case: Elizabeth worked for Goodwill Industries, where her job was to refer people with mental health disabilities to job opportunities. She claimed that a co-worker was sending clients to “fictitious job opportunities.” After she told supervisors, she alleged the co-worker retaliated against her, causing her to suffer headaches, insomnia and panic attacks.

Goodwill let Elizabeth take a week off from work and then offered her a transfer to another position. She accepted. Then, she quit and sued, alleging she was disabled and had not been accommodated.

But the court said she had been accommodated. She received time off to recover, as well as a transfer. The court dismissed Elizabeth's lawsuit. (*Graham v. Goodwill Industries*, ED NY, 2018)