MetLife | Return to Health

Benefits to Accommodating Employees

There are several benefits to accepting an employee back with restrictions and limitations following an absence related to illness and disability, and despite misconceptions, providing accommodations is not costly.



In a study conducted by Job Accommodation Network (JAN), more then half of the employers interviewed reported that there was no cost for providing an accommodation, and the rest of the employers reported a typical cost of $500.1

56% **of accommodations for employees with disabilities cost nothing to implement, while the rest have a median cost of $500[3]**

Employer Benefits[3]

- Retention of an experienced workforce
- Reduction in costs associated with training a new employee
- Increased company morale
- Increased safety
- Increased employee satisfaction
- Compliant with Americans with Disability Act (ADA) requirements
- Increased diversity of the company

Employee Benefits[2]

- Increased productivity
- Increased attention
- Improved interactions with colleagues
- Improved interactions with customers

Employer Considerations When Accommodating[1]

1. **Understand the ADA** – Make sure you are abiding by the law and doing what is required, as well as what is appropriate for the employee.
2. **Act with urgency** – Process accommodation requests quickly, as unnecessary delays can be a violation of the ADA.
3. **Consider a transitional Return to Work program** – Allowing a trial period under a transitional Return to Work program is an option if you're unsure about whether an accommodation will work. Having a set duration for an accommodation with plans to review will allow both the employee and employer to explore whether the modification is successful, and if not, discuss what other solutions may be available.
4. **Communicate with employees** – Be clear about the accommodation process, including whether specific requests can be accommodated, and offer alternatives if an accommodation cannot be made.

The information contained herein is for purely informational purposes only, and is not intended to present medical, occupational, or therapeutic advice

1.Accommodation Topics (askjan.org)
2.https://www.forbes.com/sites/dianewiniarski/2023/07/10/learn-how-your-company-can-benefit-from-providing-workplace-accommodations-for-workers-with-disabilities/
3.Employer benefits from making workplace accommodations - PubMed (nih.gov)