SUMMARY OF CHANGES REASONABLE ACCOMMODATION

- 11-1-06 New policy to assist agencies and employees in requesting and processing reasonable accommodation requests and to assure compliance with the ADA.
- Updated the policy to include the amendment to the Americans with Disabilities Act, which is indicated as the "Americans with Disabilities Act Amendments Act."
 - Updated the appeal process. Removed language that the decision could be appealed directly to the State Personnel Commission by filing a petition for a contested case with the Office of Administrative Hearings.
 - Added language that a grievance may be filed within 15 calendar days of receiving the decision from the agency. The new language is aligned with the current North Carolina State Government Employee Grievance Policy (eff. 12-3-2015).
- **12-3-20** Added Pregnancy Discrimination Act to purpose statement.
 - Expanded what reasonable accommodation incudes.
 - Reasonable Accommodation (Pregnancy) section added.
 - Note removed from end of policy.