



ADMINISTRATIVE RULES OF MONTANA



2.21.4106 REQUESTING REASONABLE ACCOMMODATIONS

- (1) Employees or applicants with a disability may request reasonable accommodations through any one of the designated personnel.
- (2) Reasonable accommodation requests may be oral or in writing and do not have to include the words "reasonable accommodation" or "disability." Employees may simply indicate they are having difficulty performing their job or applying for a position because of a disability.
- (3) Family members, friends, health care professionals, or other representatives may request reasonable accommodations on employees' or applicants' behalf.
- (4) There are no time limits for requesting an accommodation; however, employees should not wait for an impairment to affect their job performance before requesting an accommodation. Employees are encouraged to communicate with agency management about performance issues as soon as they realize the need for an accommodation.

Authorizing statute(s): 2-18-102, MCA

Implementing statute(s): 2-18-102, MCA

History: NEW, 2011 MAR p. 1668, Eff. 8/26/11.