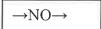
Reasonable Accommodations Flow Chart

Did the tenant/applicant ask for a reasonable accommodation?



Provider does not need to ask if tenant/applicant has a disability, even if apparent.



Is the accommodation reasonable?

- 1. If the disability is not apparent, provider may ask for verification.
- 2. Provider may request that the tenant/applicant establish that the accommodation is necessary (nexus).
- 3. Provider determines whether the accommodation would impose an "undue burden" or result in a "fundamental alteration" of the nature of the housing program or whether the tenancy of the resident poses a direct threat to the health or safety of other individuals.



Provider informs the applicant/tenant of the approval of the accommodation and of any conditions, such as: addendum to the lease, etc. \rightarrow NO \rightarrow

Provider must (1) give reasons for denying the accommodation; and (2) discuss with tenant (interactive process). After discussion, provider must determine:

Is there an alternative accommodation that would effectively address the tenant's disability-related needs without a fundamental alteration to provider's operations and without imposing an undue financial and administrative burden?

OR

If the tenant poses a "direct threat," can that threat be eliminated or reduced by a reasonable accommodation?



If an alternative accommodation would effectively meet the requester's disability-related needs and is reasonable, provider must grant it.

Created by Annie D. Murphy, attorney at Dufford, Waldeck, Milburn & Krohn, LLLP, for educational purposes only. The information presented is not intended as, and may not be relied upon as legal advice. You are advised to consult your attorney for specific guidance.