

# Reasonable Accommodations Flow Chart

Did the tenant/applicant ask for a reasonable accommodation?

→NO→

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

↓  
YES  
↓

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.

→NO→

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?*

↓  
YES  
↓

↓  
YES  
↓

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

Provider informs the applicant/tenant of the approval of the accommodation and of any conditions, such as: addendum to the lease, etc.