



## **DHRM HR Highlights March 2026**

### **Americans with Disabilities Act**

Many agencies are communicating an increase in requests from employees who have a disability under the Americans with Disabilities Act (ADA) to provide increased telework as a reasonable accommodation. The Job Accommodation Network (JAN) recently published an article designed to assist in determining reasonable accommodation alternatives to telework. ADA Coordinators are encouraged to consult with managers in consideration of increased telework as an accommodation but there should also be discussions centered around effective alternatives. Please review the ideas and suggestions listed in JAN's article [Finding Alternatives to Telework as an Accommodation: Interactive Process Tips](#). Agencies must engage in a robust interactive dialogue to determine appropriate accommodations to assist employees in performing their essential job duties. Please reach out to the [DHRM Policy Team](#) to discuss ADA-related matters as needed.

Here is a link to the article published by the Job Accommodation Network: [Finding Alternatives to Telework as an Accommodation: Interactive Process Tips](#)