

ADA Annual Report - July 1, 2003 to June 30, 2004

Summary

Total number of agencies reporting	93
Number of agencies that reported requests for reasonable accommodation	39
Number of agencies that reported no requests for reasonable accommodation	54
Total number of reported requests for reasonable accommodation (of agencies reporting requests)	286
Average number of reported requests per agency (of agencies reporting requests)	7.3
Net cost incurred for accommodations	\$79,940.00
Average net cost incurred per accommodation	\$279.51
Range of agency total cost:	
High	\$16,000.00
Low	\$0

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Type of Accommodation Requested (Specify type of accommodation(s) the employee or applicant requested. Check all that apply if more than one request was made, or the request involved a combination of accommodations.)	Number	Percentage
Acquisition of equipment or devices	89	23.1%
Qualified reader or interpreter	74	19.2%
Part-time or modified work schedule	59	15.3%
Modification of equipment or devices	51	13.2%
Job restructuring	34	8.8%
Modification to a rule, policy or practice	22	5.7%
Making facilities readily accessible	17	4.4%
Other	38	9.8%
Total	384	99.5%

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Types of Functional Limitation in Requests (Specify the functional limitation(s) that the request was for, not the diagnosis)	Number	Percentage
Physical		
Mobility	149	39.4%
Hearing	79	20.8%
Seeing	27	7.1%
Speaking	4	1.0%
Other physical limitations	48	12.6%
Mental – cognitive and psychiatric impairments		
Mental functional limitations	56	14.8%
Other functional limitations		
Other	15	3.9%
Total	378	99.6%

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Accommodation Request Status	Number	Percentage
Approved	298	83.0%
Modified	29	8.0%
Pending	15	4.1%
Not approved	17	4.7%
Total responses to requests	359	99.8%

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Types of Accommodations Approved (Indicate the actual type(s) of accommodation provided)	Number	Percentage
Acquisition of equipment or devices	90	27.4%
Qualified reader or interpreter	65	19.8%
Modification of equipment or devices	50	15.2%
Part-time or modified work schedule	46	14.0%
Job restructuring	22	6.7%
Making facilities readily accessible	18	5.4%
Modification to a rule, policy or practice	18	5.4%
Other	19	5.7%
Total	328	99.6%

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Reason Accommodation Not Approved (Indicate the reason for not providing the accommodation)	Number	Percentage
Could not perform essential job functions with or without a reasonable accommodation	9	36.0%
Request not reasonable	7	28.0%
Not qualified	4	16.0%
Requested elimination of an essential job function	2	8.0%
No accommodation available	2	8.0%
Not disabled under ADA/MNHRA definition of disability	1	4.0%
Total	25	100.0%

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Complaints or Charges Filed

Internal - number filed using the agency's complaint procedure

26

External - number filed with the MN Department of Human Rights, EEOC or other legal channels

8