

# FY25 Training Summary Feedback: Reasonable Accommodations and the Interactive Process

98 Attendees | 22 Responses

## SURVEY RESPONSES

The training met my needs and expectations.

Strongly Agree/Agree **97%**

The training answered questions I had coming into the session.

Strongly Agree/Agree **97%**

The format and delivery of the content was effective.

Strongly Agree/Agree **90%**

The training content was appropriate for the audience.

Strongly Agree/Agree **97%**

The presenter was knowledgeable and engaging.

Strongly Agree/Agree **85%**

I would recommend this training to others.

Strongly Agree/Agree **97%**

I feel more confident in my ability to provide reasonable accommodations and navigate the interactive process.

Strongly Agree/Agree **97%**

There was enough time for questions.

Strongly Agree/Agree **62%**

## COMMENTS

### What other disability-related information could you benefit from learning about?

What resources should employers provide to employees seeking a RA? If an employee disagrees with the RA offered to them, what is the recommended process for resolution?

ADA Case Studies and outcomes - positive and negative.

### What did you like best about the training?

Concise agenda/format; great links to supporting resources; knowledgeable presenter.

I liked the detailed slide information and the presenter's confident grasp of the law.

Well-designed presentation! Thorough and easy to follow. Covered a lot of material concisely.

### What could we have done better?

Spent some time on top 5 tips for managers in communicating with staff about reasonable accommodation requests. Dig into "undue hardship" case study.

Would be great to see some examples of different companies' interactive process.

### What did you like least about the training?

There's a lot of information, maybe this needs to be 90 minutes or broken up into two sessions?

### What were the key takeaways from this session?

It doesn't have to be the employee that asks for the accommodation.

Not all accommodations require medical documentation.

Definition of Undue Hardship--"Significant" hardship also, when medical documentation is needed.

The interactive process hinges on reasonability from all parties, which makes it less intimidating.