

# The Role of the Ergonomist

## Under ADA Title I and the 1973 Rehabilitation Act



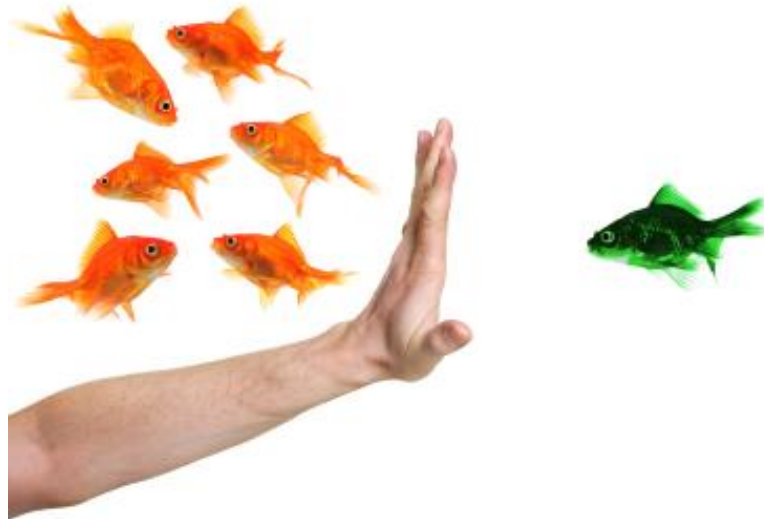
# A New Age

We are in a new age of opportunity for those trained in ergonomic evaluation. Responding to the demands of Title I of the ADA and various sections of the Rehab Act, the ergonomic evaluator can play an expanded role in hiring, retention, reasonable accommodation, and direct threat management.



# The Intent of the Law

The intent of Title I of the Americans with Disabilities Act (ADA) and the 1973 Rehabilitation Act is to remove roadblocks to application, hiring, retention, and return-to-work of the qualified individual.



# The Qualified Individual

The term "qualified individual" means an individual who, with or without reasonable accommodation, can perform the essential functions of the employment position such individual holds or desires.

# Expanded Contributions

1. Compile or verify essential function task lists
2. Answer questions about the physical and cognitive demands of a job
3. Identify risks or exposures in job tasks
4. Identify potential reasonable accommodation solutions
5. Analyze direct threat situations
6. Monitor disparate impact in employee testing



# Essential Functions

The “essential functions” of a job are not the physical or cognitive demands of the job...





# Essential Functions of Teaching French

Essential functions are the tasks which must be accomplished to justify a job's existence.

- Prepare a lesson plan
- Teach the lesson plan
- Compare English and French verbs
- Administer written quizzes each week
- Refer students for remedial coaching as needed



# Physical Demands of Essential Functions

The physical demands of 'Teach French to high school students' may include:

- Hear
- Speak
- Read
- Reach
- Handle



# Quantify Risks in Job Tasks

Quantifying the risk present in job tasks is a basic requirement of the ergonomic analyst job.

# Quantify Risks in Job Tasks

Reasonable accommodation management and direct threat analysis each benefit from the identification and quantification of the risk present in job tasks.

# Quantify Risks in Job Tasks

Reasonable accommodation program managers want guidance on changing how a task is accomplished, not which tasks are accomplished.

# Quantify Risks in Job Tasks

Each request for reasonable accommodation will have a unique set of reasons and resolutions. You can facilitate a healthy RA program because of your knowledge of how tasks are and can be accomplished.

# Quantify Risks in Job Tasks

Your ability to quantify the risk in a task will position the RA program manager to compare the medical limitations of the worker to the risks of the demands of the essential functions of his/her job.





# Direct Threat to Self or Others

From time-to-time a supervisor or co-worker will voice concern that a worker is a direct threat to himself or others.

Your knowledge of a job and its tasks may inform the conversation about the existence of a threat, the magnitude of the threat and the likelihood that the threat will occur.



# Disparate Impact

‘Disparate impact’ in employment testing means that a test results, for example, in fewer members of a protected group being hired.

Disparate impact is not illegal but it has to be explained.



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