Job Restructuring

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Synonyms

[Reasonable accommodations](#)

Definition

A reasonable accommodation under the Americans with Disabilities Act (ADA), job restructuring, entails modifying the focus and responsibilities of a job so that the employee is better able to complete tasks, improve job performance, and may be more satisfied with the job. Job restructuring could include combining job duties, eliminating tasks, adding similar tasks

(horizontal restructuring), revising methods of task completion, or reallocating or redistributing subsidiary portions of the job function that the employee cannot assume secondary to disability.

Cross-References

- [Job Advocacy](#)
- [Vocational Counseling](#)

References and Readings

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