



**Justice** *At Work*™

The largest and oldest employment law firm in the southeast dedicated exclusively to employee rights, with a national reputation of excellence.

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“VERY PLEASED WITH ALL THEIR HARD WORK TOWARDS MY CASE AND THE CONSTANT UPDATES! I WILL REFER THEM IF I FIND SOMEONE IN NEED OF THEIR SERVICES”

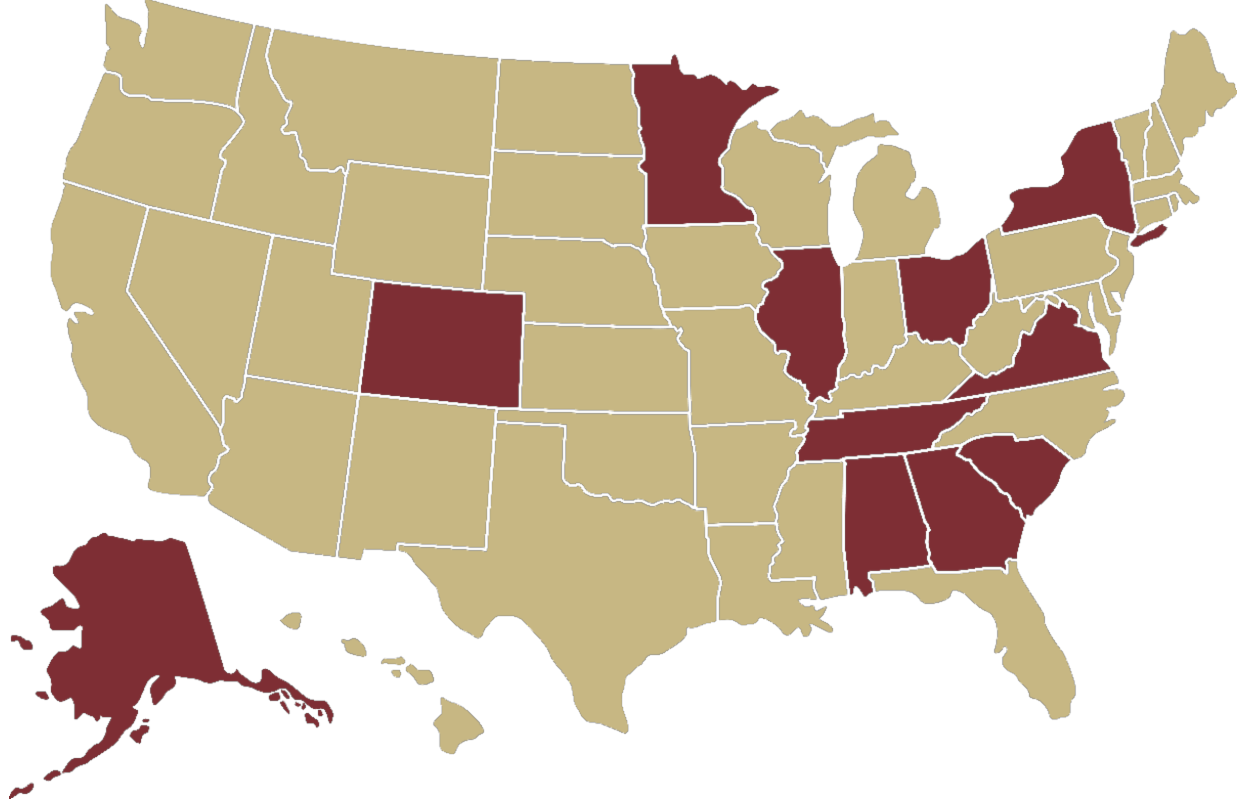
- M.F.

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## **Our Attorneys Represent Clients Across Several States**

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of four branches.

Each branch, situated in states across America, proudly extends our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, these branches deliver invaluable legal representation tailored to the unique needs of each state they serve.



Attorney Referrals  
Accepted

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## WHAT TO DO WHEN YOUR REASONABLE ACCOMMODATION REQUEST IS DENIED

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The Americans With Disabilities Act (ADA) gives workers the right to request a reasonable accommodation in their workplace. This means if your disability hinders your ability to complete certain tasks, whether as a job applicant or a current employee, the employer must make accommodations to help you complete the task(s).

But this doesn't mean your request will be approved. Employers may deny your request for several different reasons, many of which are not legal. If your reasonable accommodation request was denied, a lawyer can determine whether or not it was lawful.



## **WHAT IS A REASONABLE ACCOMMODATION?**

A reasonable accommodation is defined as a modification or adjustment to a job, the work environment, or a part of the hiring process that enables someone with a disability to have an equal opportunity to perform their job duties or receive a job offer. Workplace accommodations give employees with disabilities the same ability to perform as someone without disabilities.

Examples of reasonable accommodations include:

- Sign language interpreters for the deaf
- Modifying work schedules to accommodate medical appointments
- Ramps to provide wheelchair accessibility

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Barrett & Farahany | 3344 Peachtree Road NE Suite 800 | Atlanta, GA 30326 US

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