Supervisor guidance on ADA and COVID-19

Effective March 16, 2020

As Clemson University officials continue to monitor COVID-19, supervisors have an important role in maintaining the health and safety of their employees. Employees with a disability covered under the Americans with Disabilities Act (ADA) may qualify for an accommodation to telecommute should pandemic conditions occur. The EEOC guidance in this area states that telecommuting is an effective infection-control strategy for ADA-covered employers to utilize as a reasonable accommodation to reduce the chance of infection during a pandemic for qualified individuals.

Under the ADA, it is reasonable to allow qualified employees with a documented disability to work from home as long as it does not cause an undue hardship under the "direct threat" provision of the ADA. Undue hardships are determined based on the interactive process and discussions between the Office of Access and Equity and the supervisor. If circumstances related to the coronavirus should occur, Clemson University may need to provide more flexibility than normal when making accommodation decisions. However, each request will be reviewed case-by-case using the interactive process.

If an employee asks you about the possibility of telecommuting due to health concerns, please request them to complete this process. Please note, you should not ask them to provide details related to their specific health concerns.

Employees requesting a reasonable accommodation should complete the Request for Reasonable Accommodation Form on the ADA webpage and return it to the appropriate supervisor or submit it directly to the University ADA Coordinator at:

Office of Access and Equity
University ADA Coordinator
223A Brackett Hall
Clemson, SC 29634-5404
priscih@clemson.edu
864-656-3181

Questions?
For additional resources and information regarding COVID-19, please access the Clemson University COVID-19 website.