

2.1 work schedules, reassignment to a vacant position, acquisition or modification of equipment
2.2 or devices, and the provision of aides on a temporary or periodic basis.

2.3 (b) In determining whether an accommodation would impose an undue hardship on the
2.4 operation of a business or organization, factors to be considered include:

2.5 (1) the overall size of the business or organization with respect to number of employees
2.6 or members and the number and type of facilities;

2.7 (2) the type of the operation, including the composition and structure of the work force,
2.8 and the number of employees at the location where the employment would occur;

2.9 (3) the nature and cost of the needed accommodation;

2.10 (4) the reasonable ability to finance the accommodation at each site of business; and

2.11 (5) documented good faith efforts to explore less restrictive or less expensive alternatives,
2.12 including consultation with the disabled person or with knowledgeable disabled persons or
2.13 organizations.

2.14 A prospective employer need not pay for an accommodation for a job applicant if it is
2.15 available from an alternative source without cost to the employer or applicant.