

2005 ADA Annual Report October, 2005

ADA Annual Report - July 1, 2004 to June 30, 2005

Total number of agencies reporting	88
Number of agencies that reported requests for reasonable accommodation	38
Number of agencies that reported no requests for reasonable accommodation	50
Total number of reported requests for reasonable accommodation (of agencies reporting requests)	279
Average number of reported requests per agency (of agencies reporting requests)	7
Net cost incurred for accommodations	\$111,264.56
Average net cost incurred per accommodation	\$398.79
Range of agency total cost:	
High	\$23,192.00
Low	\$0.00

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Type of Accommodation Requested

(Specify type of accommodation(s) the employee or applicant requested. Check all that apply if more than one request was made, or the request involved a combination of accommodations.)

	Number	Percentage
Qualified reader or interpreter	139	34.32%
Acquisition of equipment or devices	72	17.78%
Part-time or modified work schedule	53	13.09%
Job restructuring	46	11.36%
Modification of equipment or devices	42	10.37%
Modification to a rule, policy or practice	22	5.43%
Making facilities readily accessible	21	5.19%
Other	10	2.47%
Total	405	100.00%

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Accommodation Status	Number	Percentage
Approved	305	82.88%
Not approved	28	7.61%
Pending	20	5.43%
Modified	15	4.08%
Total responses to requests	368	100.00%

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Types of Accommodations Approved

(Indicate the actual type(s) of accommodation provided)

	Number	Percentage
Qualified reader or interpreter	130	38.46%
Acquisition of equipment or devices	64	18.93%
Modification of equipment or devices	40	11.83%
Part-time or modified work schedule	34	10.06%
Making facilities readily accessible	27	7.99%
Job restructuring	22	6.51%
Modification to a rule, policy or practice	13	3.85%
Other	8	2.37%
Total	338	100.00%

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Reason Accommodation Not Approved (Indicate the reason for not providing the accommodation)	Number	Percentage
Not disabled under ADA/MNHRA	21	45.65%
Requested elimination of an essential job function	8	17.39%
Request not reasonable	8	17.39%
Could not perform essential job functions with or without a reasonable accommodation	3	6.52%
Not qualified	3	6.52%
No accommodation available	3	6.52%
Total	46	100.00%

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Types of Functional Limitation in Requests

(Specify the functional limitation(s) that the request was for, not the diagnosis)

Number Percentage

Hearing	122	32.36%
Mobility	97	25.73%
Other physical limitations	81	21.49%
Mental functional limitations	41	10.88%
Seeing	20	5.31%
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Other functional limitations	14	3.71%
Speaking	2	0.53%
Total	377	100.00%

Number of requests in each category		
Type	Number	Percentage
Current employees	312	87.15%
Applicant	46	12.85%
Total	358	100.00%

Complaints or charges filed	
Number filed internally using the agency's complaint procedure	9
Number filed externally with the MN Department of Human Rights, EEOC	14