

## Accommodations for Volunteers

Along with providing accommodations for volunteers with disabilities during the recruitment and screening process, you should ensure you are able to provide accommodations for volunteers with disabilities that engage with your organization. An important distinction about accommodating volunteers with disabilities is that this should not cause undue hardship for you or your organization. Undue hardship could mean cost, resources, time and/or health and safety factors. For instance, you may have a volunteer role that requires moving around a park or large facility for an event. You may have a candidate looking to fill this role who has a mobility disability. If the the cost of accommodating this volunteer’s disability would be too high for your organization or require the use of resources over and above what is commonly used, then this would cause undue hardship for your organization.

For the most part, it is easy to create accommodations that will help any volunteer succeed and do the best they can in their role. Here are a few examples of volunteers with disabilities and the potential accommodation for their role. Consider some other possibilities in the chart below.

Volunteer with Disability	Accommodation
Data entry volunteer with failing vision and hand cramps	Larger computer screen & ergonomic keyboard
Graphic design volunteer with social anxiety and depression	Volunteer is able to work from home and “telecommute” for meetings
Research volunteer who is hard of hearing	Mirror near desk so volunteer can see when people are coming, captioning on videos for research
Event volunteer with a speech impairment	Provide signs for direction and answering questions to all volunteers
Volunteer with a learning disability	
Volunteer with a chronic illness	
Volunteer who uses a walker	