

Assistive Technology at Work

- **Can assistive technology help me do my job?**
 - Maybe! Some people with disabilities benefit from, or even require, assistive technology to do their job.
- **What are some examples of assistive technology in an employment setting?**
 - Specialized keyboards, screen readers, screen magnifiers, dictation software, specialized office furniture, text-to-speech software, and sound amplifying devices are just a few examples of assistive technology that could be useful to certain people in a work setting.
- **I think I could benefit from assistive technology at work. What do I do next?**
 - If you think a certain type of assistive technology could help you perform the essential functions of your job, you should ask for it as a reasonable accommodation. To start the process, speak with your supervisor or a member of the human resources department. We recommend putting your request in writing and keeping copies of any responses you receive.
- **Does my employer have to pay for the assistive technology?**
 - Employers should grant reasonable accommodations unless it is an undue hardship. An undue hardship is usually defined as a significant difficulty or expense. Your employer should engage in a conversation with you about whether the requested assistive technology is a reasonable accommodation.
 - If the employer agrees the assistive technology is a reasonable accommodation, they employer should pay for the assistive technology.
- **I already have the technology I need at home, can I bring it with me to work?**
 - It's very likely that you can use the same assistive technology you have at home in the workplace. But you should always go through the reasonable accommodation process with your employer, to be sure there are no issues.