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REASONABLE ARRANGEMENTS

This refers to any special adjustments and devices that may have to be used, made or included so that persons with disabilities can enjoy their rights and fully participate in the advancement of society.

Some reasonable arrangements are:

- The provision of auxiliary aids and services.
- Altering the environment or providing devices that reduces the effect of a disability being experienced by an individual
- Duly qualified interpreters, technologies etc.

DISPROPORTIONATE OR UNDUE BURDEN

If the “reasonable arrangements” are going to cost way too much to put in place, then this may cause an undue burden on the person or company who has to do it. But you can’t just say that it will be an undue burden. Under the Act you have to prove it.

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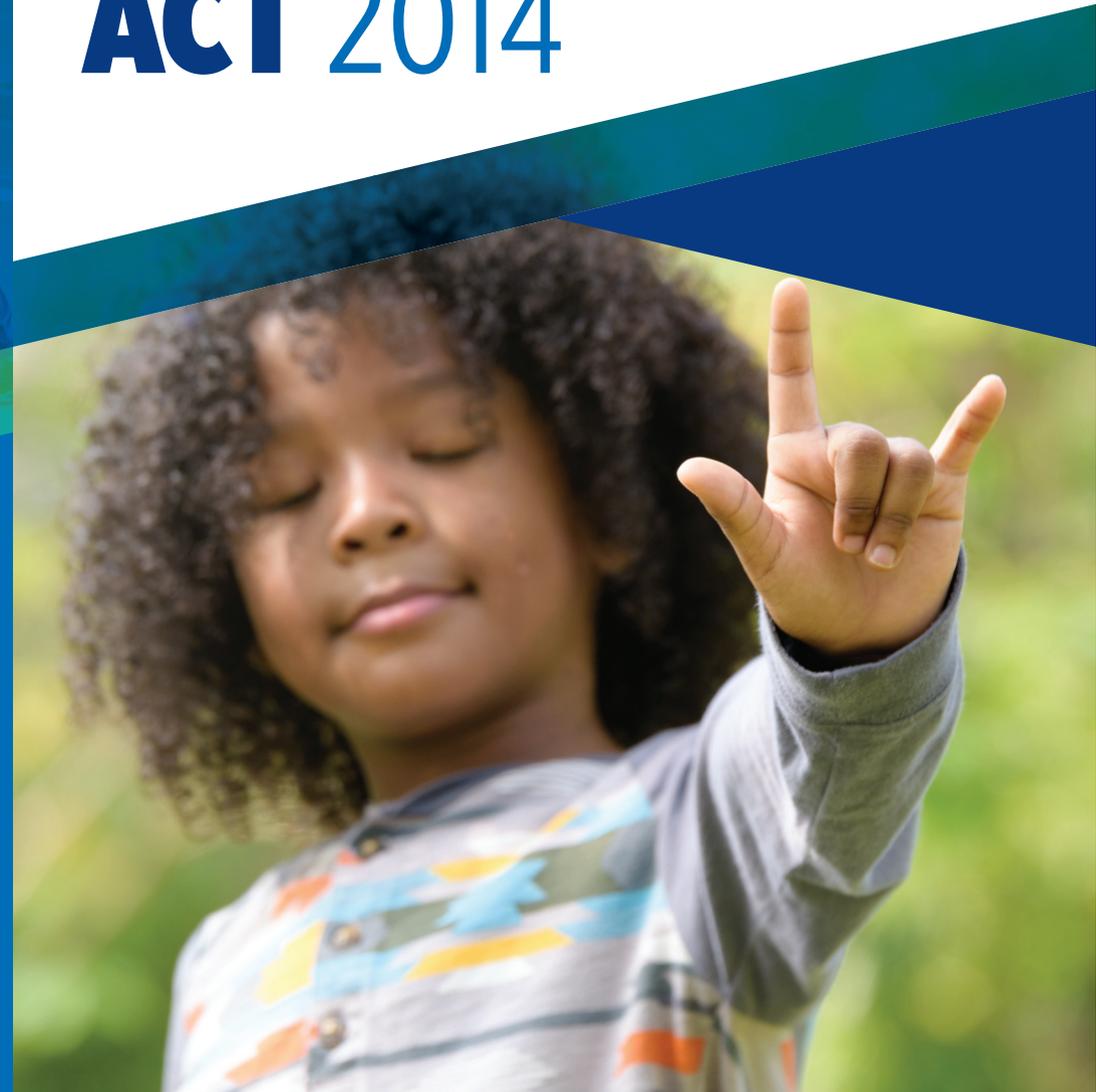


MINISTRY OF LABOUR & SOCIAL SECURITY



Jamaica Council for Persons with Disabilities
EDUCATING • ADVOCATING • EMPOWERING

The DISABILITIES ACT 2014



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