



## Testing Accommodations

Electrical Industry Certifications Association complies with the American Disabilities Act (ADA) and will provide reasonable accommodations for candidates with documented disabilities who establish a need for accommodation. EICA will not discriminate against candidates with disabilities and will provide access to its certification program exams.

**The Americans with Disabilities Act (ADA)** became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.

An accommodation is “reasonable” if it:

- is necessary for this particular person because of their particular disability
- does not impose an undue financial hardship, considering EICA's resources;
- does not impose undue administrative burdens on the certification program;and,
- relates to tasks or functions that would be non-essential for a certification holder;

An accommodation is *not* reasonable if it:

- results in lowering qualification standards, requirements or expectations;
- relieves applicants from performing essential tasks or fulfilling essential requirements of the certification program;
- shifts significant burdens to other employees;and,
- would result in a person posing a direct threat to the health and safety of him/herself or others, either in the certification testing program or on the job.

Candidates are responsible for the advanced notification to EICA requesting accommodations. The accommodations are not granted until EICA has provided a written notice to the candidate. Requests may take up to a month to review and approve. The process of requesting an accommodation is found in the candidate handbook.

If the accommodation is recognized under the ADA and would not be in violation of ASME B30.5-3.1 you may be eligible for the accommodation. EICA requires documentation from a licensed care provider detailing the disability and the accommodations recommended.

## **Confidentiality**

All such information submitted to EICA:

- will be kept in separate segregated medical files;
- will only be disclosed to persons with a strict need to know;
- will not be disclosed to unions or employers without either the applicant's consent, or an understanding that the information is necessary to be shared pursuant to the EICA's obligations; and,
- will not be shared with other apprentices.

If you have any questions or need an explanation please contact EICA at (801) 566-1205