

# Reasonable Accommodation Roundtable

April 18, 2017

## Resource Links | Intellectual, Cognitive + Learning Disabilities

Resource	Summary	Web Link
<a href="#">EEOC Question &amp; Answers about Persons with Intellectual Disabilities in the Workplace</a>	Defines intellectual disability	<a href="https://www.eeoc.gov/laws/types/intellectual_disabilities.cfm">https://www.eeoc.gov/laws/types/intellectual_disabilities.cfm</a>
<a href="#">2 CCR 11065: Definitions</a>	Section (d)(1) defines Mental disability	<a href="https://govt.westlaw.com/calregs/Document/17D0D5F6F02064B09BB18C50AE51A2A8F?viewType=FullText&amp;originationContext=documenttoc&amp;transitionType=CategoryPageItem&amp;contextData=(sc.Default)">https://govt.westlaw.com/calregs/Document/17D0D5F6F02064B09BB18C50AE51A2A8F?viewType=FullText&amp;originationContext=documenttoc&amp;transitionType=CategoryPageItem&amp;contextData=(sc.Default)</a>
<a href="#">EEOC: Job Applicants and the ADA</a>	Learning Disability Example	<a href="https://www.eeoc.gov/facts/jobapplicant.html">https://www.eeoc.gov/facts/jobapplicant.html</a>
<a href="#">JAN Network</a>	Accommodation and Compliance Series: <b>Employees with Intellectual or Cognitive Disabilities</b>	<a href="http://askjan.org/media/intcog.html">http://askjan.org/media/intcog.html</a>
<a href="#">JAN Network</a>	Accommodation and Compliance Series: <b>Employees with Learning Disabilities</b>	<a href="http://askjan.org/media/LD.html">http://askjan.org/media/LD.html</a>
<a href="#">Department of Fair Employment and Housing (DFEH)</a>	DFEH Employment Discrimination Based on Disability Brochure	<a href="https://www.dfeh.ca.gov/files/2016/09/DFEH-184.pdf">https://www.dfeh.ca.gov/files/2016/09/DFEH-184.pdf</a>
<a href="#">DFEH Complaint Process</a>	Department EEO Officer prepares the Department's Position Statement in response to a DFEH complaint	<a href="https://www.dfeh.ca.gov/complaint-process/">https://www.dfeh.ca.gov/complaint-process/</a>
<a href="#">EEOC Complaint Process</a>	Department EEO Officer prepares the Departments Position statement in response to a disability complaint	<a href="https://www.eeoc.gov/employers/position_statements.cfm">https://www.eeoc.gov/employers/position_statements.cfm</a>
<a href="#">EEOC Facts about Retaliation</a>	EEO law prohibits punishing individuals who engage in a protected activity, e.g., requesting a Reasonable Accommodation	<a href="https://www.eeoc.gov/laws/types/facts-retal.cfm">https://www.eeoc.gov/laws/types/facts-retal.cfm</a>