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Reasonable Accommodation and Disability Rights at a Guard Post

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California's FEHA and the federal ADA require employers to engage in a good-faith interactive process with an employee who has a disability to identify reasonable accommodations, such as modified duties or equipment, unless doing so causes undue hardship.

The interactive process

When a security officer discloses a medical condition that limits a major life activity, the employer generally must begin a timely, good-faith interactive process to explore accommodations.

Accommodations for guard posts may include modified physical duties, a stool at a fixed post, schedule adjustments, or temporary reassignment to a lighter post.

Medical documentation may reasonably be requested, but employers cannot demand more detail than needed to confirm the limitation and possible accommodations.

Common accommodation requests

Request	Possible accommodation	Typical documentation
Cannot stand for full 8-hour shift	Seated post or rotation	Physician's note describing restriction
Recovering from surgery	Temporary light-duty post	Return-to-work note with restrictions
Chronic condition requiring breaks	Scheduled rest breaks	Periodic medical certification

What the interactive process should include

- Timely response once a request or need is identified
- Discussion of the specific limitation and possible options
- Consideration of reassignment if no accommodation exists at the current post
- A documented outcome, even if the request is denied

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For accommodation questions specific to your situation, consult a licensed California attorney or the California Civil Rights Department.

Quick answers

Can my employer ask for a doctor's note?

Yes, employers may generally request reasonable medical documentation supporting the need for accommodation.

What if no accommodation exists at my current post?

The interactive process may include considering reassignment to a vacant post the officer is qualified for.

Can I be fired for requesting accommodation?

Retaliation for requesting a reasonable accommodation is generally prohibited under FEHA.

Is accommodation guaranteed?

No, employers must only provide accommodations that do not create undue hardship.

Primary sources — read the official text

Disability discrimination and accommodation	California Civil Rights Department	https://calcivilrights.ca.gov/disability-discrimination/
Americans with Disabilities Act	U.S. EEOC	https://www.eeoc.gov/statutes/americans-disabilities-act-1990
Reasonable accommodation	U.S. EEOC	https://www.eeoc.gov/reasonable-accommodation
California Government Code § 12926	California Legislative Information	https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=12926.&lawCode=GOV

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