

Failing to make adjustments

If an employer does not make reasonable adjustments for someone at work or a job applicant, it could be a type of disability discrimination. This type of disability discrimination is called 'failure to make reasonable adjustments'.

It might be that the employer believes a suggested adjustment is not reasonable.

In this case, the employer should:

- talk with the disabled person
- explain their decision
- try to find another way to support them, for example making other adjustments that are reasonable

Find out more about:

- [supporting disabled people at work](#)
- [disability discrimination](#)

If someone feels they've been discriminated against

If someone thinks they've been discriminated against, they could make an informal or formal complaint to their employer or potential employer.

If the problem is not resolved, they could consider making a claim to an employment tribunal.

[Find out more about making and handling disability discrimination complaints](#)

Get more advice and support

If you have any questions about reasonable adjustments, you can [contact the Acas helpline](#).

[Find more support for managing disability at work](#)

Related content

[/what-disability-means-by-law](#)

[/accessibility-at-work](#)