

What Contributes to the Determination of "Readily Achievable"?

- I. Nature and cost of the action
- II. Overall financial resources of the local site
- III. Number of persons employed
- IV. Effect on expenses and resources
- V. Legitimate safety requirements that are necessary for safe operation
- VI. Impact otherwise on the operation of the site
- VII. Fundamental alteration of the programs, services, benefits, activities, goods, etc.
- VIII. Other barriers being removed
- IX. Relationship to the parent company
 - A. Geographic separateness
 - B. Administrative or fiscal relationship of site to parent company
 - C. If applicable:
 1. Overall financial resources and assets
 2. Parent company's budget
 3. Size of parent company in number of employees
 4. Number, type and location of other facilities
 5. Type of operations of parent company
 6. Composition, structure and functions of workforce
- X. Significant loss of selling or serving space
- XI. Never exceeds the new construction requirements

The Department's regulation contains a list of 21 examples of modifications that may be readily achievable:

- 1) Installing ramps;
- 2) Making curb cuts in sidewalks and entrances;
- 3) Repositioning shelves;
- 4) Rearranging tables, chairs, vending machines, display racks, and other furniture;
- 5) Repositioning telephones;
- 6) Adding raised markings on elevator control buttons;
- 7) Installing flashing alarm lights;
- 8) Widening doors;
- 9) Installing offset hinges to widen doorways;
- 10) Eliminating a turnstile or providing an alternative accessible path;
- 11) Installing accessible door hardware;
- 12) Installing grab bars in toilet stalls;
- 13) Rearranging toilet partitions to increase maneuvering space;
- 14) Insulating lavatory pipes under sinks to prevent burns;
- 15) Installing a raised toilet seat;
- 16) Installing a full-length bathroom mirror;
- 17) Repositioning the paper towel dispenser in a bathroom;
- 18) Creating designated accessible parking spaces;
- 19) Installing an accessible paper cup dispenser at an existing inaccessible water fountain;
- 20) Removing high pile, low density carpeting; or
- 21) Installing vehicle hand controls.