



Disability Discrimination Act 1995

1995 CHAPTER 50

PART II **U.K.**

[^{F1}THE EMPLOYMENT FIELD]

[^{F1}Supplementary and general]

[^{F1}18B Reasonable adjustments: supplementary **U.K.**

- (1) In determining whether it is reasonable for a person to have to take a particular step in order to comply with a duty to make reasonable adjustments, regard shall be had, in particular, to—
 - (a) the extent to which taking the step would prevent the effect in relation to which the duty is imposed;
 - (b) the extent to which it is practicable for him to take the step;
 - (c) the financial and other costs which would be incurred by him in taking the step and the extent to which taking it would disrupt any of his activities;
 - (d) the extent of his financial and other resources;
 - (e) the availability to him of financial or other assistance with respect to taking the step;
 - (f) the nature of his activities and the size of his undertaking;
 - (g) where the step would be taken in relation to a private household, the extent to which taking it would—
 - (i) disrupt that household, or
 - (ii) disturb any person residing there.
- (2) The following are examples of steps which a person may need to take in relation to a disabled person in order to comply with a duty to make reasonable adjustments—
 - (a) making adjustments to premises;
 - (b) allocating some of the disabled person's duties to another person;

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- (c) transferring him to fill an existing vacancy;
 - (d) altering his hours of working or training;
 - (e) assigning him to a different place of work or training;
 - (f) allowing him to be absent during working or training hours for rehabilitation, assessment or treatment;
 - (g) giving, or arranging for, training or mentoring (whether for the disabled person or any other person);
 - (h) acquiring or modifying equipment;
 - (i) modifying instructions or reference manuals;
 - (j) modifying procedures for testing or assessment;
 - (k) providing a reader or interpreter;
 - (l) providing supervision or other support.
- (3) For the purposes of a duty to make reasonable adjustments, where under any binding obligation a person is required to obtain the consent of another person to any alteration of the premises occupied by him—
- (a) it is always reasonable for him to have to take steps to obtain that consent; and
 - (b) it is never reasonable for him to have to make that alteration before that consent is obtained.
- (4) The steps referred to in subsection (3)(a) shall not be taken to include an application to a court or tribunal.
- (5) In subsection (3), “binding obligation” means a legally binding obligation (not contained in a lease (within the meaning of section 18A(3)) in relation to the premises, whether arising from an agreement or otherwise.
- (6) A provision of this Part imposing a duty to make reasonable adjustments applies only for the purpose of determining whether a person has discriminated against a disabled person; and accordingly a breach of any such duty is not actionable as such.]

Textual Amendments

- F1** [S. 18B](#) inserted (3.7.2003 for E.W.S. for certain purposes and 21.2.2004 for N.I. for certain purposes and 1.10.2004 otherwise) by [The Disability Discrimination Act 1995 \(Amendment\) Regulations 2003 \(S.I. 2003/1673\)](#), regs. 1(2)(3), **17(2)**; [The Disability Discrimination Act 1995 \(Amendment\) Regulations \(Northern Ireland\) 2004 \(S.R. 2004/55\)](#), regs. 1(2)(3), **17(2)**

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