

**Federal Mine Safety and Health Review Commission  
Reasonable Accommodation Procedures  
Appendix C: Resolution of Reasonable Accommodation Request**

**1. Name of individual requesting reasonable accommodation:**

**2. Accommodation(s) requested:**

**3. Accommodation(s) are:**

- Approved as originally requested**
- Approved with alternative/modified accommodation**
- Denied**

**4. Number of days to process request:**

**1. If the accommodation was Approved:**

The expected duration is \_\_\_\_\_.

Is this a repeat accommodation?  Y  N

**2. If the accommodation was denied, the reason is (may check more than one):**

- Requester does not have a Rehabilitation Act Disability
- Accommodation would be ineffective
- Accommodation would cause undue hardship
- Medical documentation inadequate
- Accommodation would require removal of essential function of the position
- Accommodation would require lowering performance or production standard
- Other (please identify) \_\_\_\_\_

**Describe reason(s) for denial in detail (e.g., why the accommodation would be ineffective or cause undue hardship):**

**3. If an alternative accommodation was offered, indicate whether it was:**

Accepted

Rejected

**And explain (a) the reason(s) for the denial of the accommodation as originally requested; and (b) why the alternative accommodation would be effective.**

**Reconsideration and Appeal:**

An individual who disagrees with the resolution of the request may ask the Chairman to reconsider that decision within 10 business days of receiving this “Resolution” form.

Note that requesting consideration does not extend the time limits for initiating administrative or statutory claims.

If an individual is dissatisfied with the resolution and wishes to pursue administrative or statutory claims, he or she must take the following steps:

- For an EEO complaint pursuant to 29 C.F.R. § 1614, contact the Commission’s EEO Director within 45 days of receipt of this form or a verbal response to the accommodation request (whichever comes first); or
- For adverse actions over which the Merit Systems Protection Board (“MSPB”) has jurisdiction, initiate an appeal to the MSPB within 30 days of an appealable adverse action as defined in 5 C.F.R. § 1201.3.

**Signature of Deciding Official (DPC):**

**Date:**