

BTS Comptabilité et Gestion		SESSION 2021
Langue vivante étrangère : Anglais Epreuve orale obligatoire E12	Durée : 20 minutes de préparation, 20 minutes d'épreuve	Page 1/1

Sujet n°16

The ADA, Telework, and the Post-Pandemic Workplace

Although the pandemic has made the world a bit smaller for most able-bodied individuals, for many people with disabilities, the pandemic has made the world a more accessible place.

With the increased ability to telework, attend classes remotely, schedule telehealth visits, engage in online social opportunities, and order groceries and prescriptions delivered to their doorstep, individuals with disabilities are now widely accommodated in ways that previously seemed impossible. Many people are holding out hope that this more accessible society remains when the pandemic subsides.

In particular, the pandemic has made clear that telework is now more prevalent and successful than ever before—a development that should alter how we look at telework as a “reasonable accommodation”¹ under the Americans with Disabilities Act (ADA).

Even pre-pandemic, telework was expanding. A recent study found that 37 percent of jobs in the United States can be performed entirely at home, bearing in mind significant variation across cities and industries. An earlier study revealed that 70 percent of employers offered teleworking on some basis and almost a quarter of employers allow employees to telework full-time.

Although various downsides to telework persist, employers are noticing that remote work can succeed across many industries. Many employers plan to continue allowing telework in some form even after the pandemic, with some considering hybrid models.

With the development and successful use of videoconferencing and other virtual tools, the factors that used to weigh against telework—such as the ability to supervise, the availability of technology or equipment, and the need for face-to-face interaction and coordination with colleagues—no longer create undue hardships for many employers.

Adapted from Brandy L. Wagstaff and Jacob Quasius, *theregreview.org*, Sep 7, 2020

1. *Accommodation: adjustment*