

WHAT IF I NEED TO REQUEST A REASONABLE ADJUSTMENT?

A reasonable adjustment is when an organisation makes changes to a service to accommodate or support a specific need that a person may have in order to fully take part, in this case a disciplinary Personal Hearing. These include examples such as:

- providing an interpreter if you are hard of hearing or are deaf;
- providing correspondence in large font if you are partially sighted, or braille if you are blind;
- communicating clear instructions throughout the process, including the Personal Hearing, if you are dyslexic;
- moving the Personal Hearing to a different day if it falls on a religious day which is observed by you.

What's meant by reasonable?

In line with the Equality Act, 2010, a County FA can make adjustments, if it is reasonable to do so. What is reasonable depends on things like:

- your disability or personal circumstances
- how practicable the changes are
- if the change you ask for would overcome the disadvantage you experience
- the money and resources available at the time to make the changes

If you need support, please contact your County FA to discuss your circumstances.