Majesco ClaimVantage Accommodation Management

Effectively manage ADA & ADAAA accommodation requests to support employees at work and assist employees in returning to work.

MAJESCO

Enhance your Workplace Accommodations Program with a Robust Software Solution

The Americans with Disabilities Act (ADA) and the amendment act of 2009 (ADAAA) **offer protections to employees** out on leave due to injury or illness.

Employers have more responsibility than ever before to prevent discrimination against individuals with disabilities, and the regulations require employers to engage in an interactive process with affected employees.

You want your employees to be productive at work. They want the same thing! It can be financially difficult for employees when they miss work, and it can be stressful for them to feel like they aren't contributing. Having a robust process ensures you are equipped to support workplace accommodations, and hence, employee morale, by helping your employees to stay at work, or return to work more quickly.

Integrate with our absence management platform to holistically manage employee leaves of absence

Business Value Delivered

Support your Employees When They Need It Most

As well as being a regulatory requirement, engaging with your employees during the interactive process allows them to feel supported and engaged while they are away.

However, this process can be lengthy and complex. To ensure you can effectively manage accommodation requests and the interactive process you should look to use more than just spreadsheets and paper files.

Our robust cloud-based software offers you a solution to fully document all aspects of the interactive process in one central location. It also offers you the ability to:

▶ Track all approved and potential liability costs to determine ROI, and to prove undue hardship

▶ Automate configurable workflows and tasks, to ensure your team is engaging with affected employees regularly

▶ Produce time and date stamped documentation

▶ Document interviews with colleagues and supervisors

▶ Communicate with employees using email, letters and text messages

Accommodation Process

Notification

Interactive Process

Approval Process