

Workplace Possibilities<sup>SM</sup>

A photograph of a woman with dark hair, wearing a white and grey striped sleeveless shirt, sitting at a table. She is smiling and pointing with a pen at a document on the table. A man in a white shirt is sitting across from her, looking at the document. The background is a blurred office setting.

## Reasonable Accommodation Expense Benefit: A Helping Hand for Your Clients

**Standard Insurance Company**

**The Standard Life Insurance Company of New York**

[standard.com](http://standard.com)

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(1/19) SI/SNY



When Could Your Clients Use  
Reasonable Accommodation Assistance?

Many HR managers are unsure how to help their employees with workplace accommodations. In fact, only 37 percent of HR managers are confident in the way their organization handles employee disabilities and accommodations!<sup>1</sup>



<sup>1</sup> Data based on a survey of 300 respondents and conducted in September 2014 by a third-party research firm hired by Standard Insurance Company (The Standard).

This lack of confidence presents an opportunity to check in with your clients to help assess their needs:



Have they had an employee face a disabling condition in the workplace?



Do they have a process to manage employee absence and disability?



Do they know what accommodations need to be made in accordance with legal regulations?

Forty-eight percent of HR managers were completely unaware that some disability carriers offer recommendations and assistance in the form of a reasonable accommodation expense benefit.<sup>2</sup>

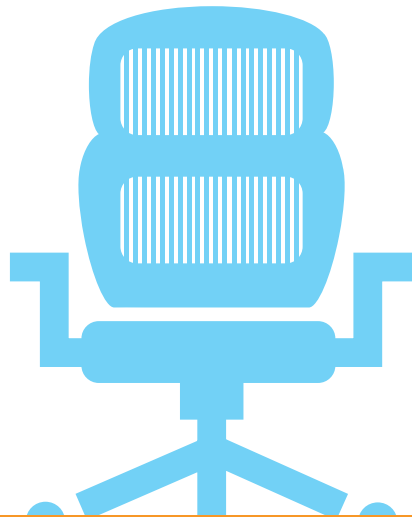


<sup>2</sup> Data based on a survey of 300 respondents and conducted in September 2014 by a third-party research firm hired by The Standard.



Offer a Reasonable Accommodation  
Solution From The Standard

The Reasonable Accommodation Expense Benefit<sup>3</sup> from The Standard,‡ one of the most generous in the industry, allows for customized support should an employee need an accommodation, such as:



Personalized equipment



Workplace modifications

‡ The Standard is a marketing name for StanCorp Financial Group, Inc., and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Ore., in all states except New York, where insurance products are offered by The Standard Life Insurance Company of New York of White Plains, N.Y.

<sup>3</sup> The Reasonable Accommodation Expense Benefit is part of the Group Disability Insurance policies from The Standard.

As part of the Reasonable Accommodation Expense Benefit, Workplace Possibilities program consultants help streamline the accommodations process with knowledge and expertise, saving time for busy HR managers.





Workplace Possibilities program consultants act as a seamless extension of an HR department by helping in the following ways:



Researching accommodations for your clients' employees

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Sourcing and implementing accommodation equipment

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Checking back to ensure accommodations are working for employees

Understanding the importance of increasing employee productivity and helping to mitigate time out of the office differentiates you from the competition. Your clients will appreciate your expertise.





Contact your sales representative to learn more about our reasonable accommodation expertise and how it can benefit your HR manager clients.

**About The Standard**

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of 1100 SW Sixth Avenue of Portland, Oregon, in all states except New York, where insurance products are offered by The Standard Life Insurance Company of New York of 445 Hamilton Avenue, 11th floor, White Plains, New York. Product features and availability vary by state and company, and are solely the responsibility of each subsidiary. Each company is solely responsible for its own financial condition. Standard Insurance Company is licensed to solicit insurance business in all states except New York. The Standard Life Insurance Company of New York is licensed to solicit insurance business in only the state of New York.

