



CHAPTER 168A

N.C.G.S. § 168A-4.

Reasonable accommodation duties.

SOURCE General Statutes of North Carolina, as published by the General Assembly	LAST AMENDMENT IN THIS TEXT S.L. 2011-94, s. 2 — third act in the lineage	RETRIEVED 21 September 2026, 02:13 UTC	SOURCE FINGERPRINT 13a7866b7ab3148754036e98 - f2d91ec0dc8fcf4a497383e3 - 1a2935f5184d6425
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§ 168A-4(a) A qualified person with a disability requesting a reasonable accommodation must apprise the employer, employment agency, labor organization, place of public accommodation, or covered governmental entity of his or her disabling condition, submit any necessary medical documentation, make suggestions for such possible accommodations as are known to such person with a disability, and cooperate in any ensuing discussion and evaluation aimed at determining possible or feasible accommodations.

§ 168A-4(b) Once a qualified person with a disability has requested an accommodation, or if a potential accommodation is obvious in the circumstances, an employer, employment agency, labor organization, place of public accommodation, or covered governmental entity shall investigate whether there are reasonable accommodations that can be made and make reasonable accommodations as defined in G.S. 168A-3(10).

END OF SECTION TEXT

APPARATUS FOLLOWS — DERIVED, NOT ENACTED

APPARATUS I
3 ACTS

Amendment lineage

The State prints this history as a single parenthetical at the foot of the section. It is reproduced verbatim in the colophon and unpacked below in order of enactment.

1985	1998	2011
TICK HEIGHT = ACTS IN THAT YEAR DASHED = RECODIFICATION, NOT AMENDMENT		
Nº	YEAR	ACT
CHARACTER		

01	1985	c. 571, s. 1	ENACTED
02	1999	S.L. 1999-160, s. 1	AMENDED
03	2011	S.L. 2011-94, s. 2	AMENDED

APPARATUS II

1 AUTHORITY

Authorities referenced

Every G.S. cross-reference appearing in the text of this section, in order of first appearance. Nothing is characterized; the operative language is quoted from the section itself.

REFERENCE	APPEARS IN	OPERATIVE LANGUAGE IN THIS SECTION
G.S. 168A-3(10)	(b)	<i>"make reasonable accommodations as defined in"</i>

APPARATUS III

Citation

FULL SECTION

N.C. Gen. Stat. § 168A-4 (2011).

PINPOINT

N.C. Gen. Stat. § 168A-4(a) (2011).

Pinpoint keys are set in the left margin of the text rather than line numbers: subsection designators are stable across editions and paper sizes, line numbers are not.

COLOPHON

Provenance

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HISTORY PARENTHETICAL, AS PRINTED BY THE STATE
(1985, c. 571, s. 1; 1999-160, s. 1; 2011-94, s. 2.)

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