

  

# Mineral



## Question of the Week

April 29, 2026

### Question

How often should we check in with an employee to make sure an ADA accommodation is still meeting their needs?

### ANSWER

You should check in as often as it makes sense under the circumstances. There's no legally required timetable under the Americans with Disabilities Act (ADA).

In general, you should reach out when there's been some change with the employee or in the workplace that might make the accommodation less effective or no longer necessary. For instance, an employee using a screen reader might benefit from updated software as it becomes available, while an employee who's allowed to work a different schedule due to temporary insomnia might not need or want that schedule once the condition passes. An employee who uses a wheelchair would likely appreciate a check-in if you plan to remodel the office in a way that could impact their mobility. On the other hand, if there have been no changes that would affect an employee's accommodation, you could reach out once a year or so if you think there's a good reason for it.

During a check-in, if an employee tells you that an accommodation is no longer effective or that their needs have changed, you should explore alternative accommodations with them. In other words, restart the interactive process. You can request new documentation *if warranted* (e.g., the employee says they have a new or worsened health condition requiring

new accommodations), but you shouldn't ask for repeat documentation if their condition hasn't changed.

You can learn more about the ADA and accommodations on the [platform](#).

*This Q&A does not constitute legal advice and does not address state or local law.*