



Mineral



Question of the Week

August 12, 2026

Question

A candidate told us they have a disability. What do we need to do?

ANSWER

You should ask if they need an accommodation during the application process, and if they do, provide it if it's reasonable.

If it's not reasonable, work with the candidate to find one that is. If they don't need an accommodation, carry on as usual. Either way, continue to focus on whether the candidate could do the job they're interviewing for, with or without an accommodation.

The Americans with Disabilities Act (ADA) requires employers with 15 or more employees to provide needed accommodations to applicants with disabilities unless the accommodation causes an undue hardship. To ensure compliance and practice inclusiveness, many employers now post in their job ads that candidates should reach out if they need an accommodation during the application process.

If a candidate requests an accommodation during the post-offer stage, engage in the interactive process with them to determine what accommodations could be effective.

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

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