

INSIGHTS

Remote Work As An ADA Accommodation

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For more than 20 years preceding the pandemic, federal courts were typically disinclined to require employers to allow remote work as an ADA reasonable accommodation. For instance, a variety of federal courts had long declared that generally an employee “who does not come to work cannot perform any of his job functions, essential or otherwise.”

Particularly in the case of white-collar office jobs, is that view sustainable given employers’ successful and broad use of remote work during the pandemic? Bracewell labor and employment lawyers **Bob Nichols** and **Meredith Grant** have considered that question and offer strategies in this webinar for employers to successfully argue that, under ADA analysis, in-person attendance is indispensable to performing the job's essential functions.