

**WAC 162-22-075 Undue hardship exception.** An employer, employment agency, labor union, or other person must provide reasonable accommodation unless it can prove that the accommodation would impose an undue hardship. An accommodation will be considered an undue hardship if the cost or difficulty is unreasonable in view of:

- (1) The size of and the resources available to the employer;
- (2) Whether the cost can be included in planned remodeling or maintenance; and
- (3) The requirements of other laws and contracts, and other appropriate considerations.

[Statutory Authority: RCW 49.60.120(3). WSR 99-15-025, § 162-22-075, filed 7/12/99, effective 8/12/99.]