

## B-09: ADA Accommodations Statement

JOFI Assessments were designed with accessibility as a priority. We are prepared to work closely with test takers to provide reasonable accommodations pursuant to the Americans with Disabilities Act (ADA). The ADA does not define “reasonable accommodations,” but Industrial psychology research indicates that the three most common testing accommodation requests are: (1) more time to take timed tests, (2) audio adjustments for the hearing impaired, and (3) visual adjustments for the visually impaired.

The design of JOFI Assessments addresses these needs. (1) JOFI assessments are not timed assessments, which eliminates the need to ask for more time. (2) There is no audio component to the assessments, which eliminates the need to ask for audio accommodations. (3) The assessments are optimized for tablet and mobile phones. Instructions and test items are presented as brief statements in large text that fit easily on a mobile phone browser. For those that need visual accommodations, the assessments are delivered on a modern software platform that enables browser software to adjust size or function with a screen reader application.

Our customer service team stands ready to respond to other requests for accommodations. Test takers and users at employers can reach out to our customer service team with accommodation requests.

We will work with individuals to understand their specific needs and provide appropriate testing accommodation on a case-by-case basis. Clients can be confident that accommodations will not affect the results or validity of the assessments.

Some customers use JOFI Thinking Skills, a cognitive ability assessment. If challenged, employers have the responsibility to demonstrate that cognitive assessments are job-related or are a business necessity per the Uniform Guidelines on Employee Selection Procedures. Job Analysis reports have been prepared for each of our 70 standard job families and customer-specific reports have been prepared for numerous employers. Subject matter expert sessions have been conducted to confirm the accuracy of the job analysis reports. These reports document the job-related personality characteristics, cognitive skills, and the cognitive skill levels appropriate for each job family. Product sheets are available at [www.JobFitScore.com](http://www.JobFitScore.com) that provide further details on JOFI Assessments, job families, scoring, predictive validity, validation studies, job analysis and legal defensibility.

You can always reach us at [support@jofiscore.com](mailto:support@jofiscore.com).