



Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Waivers

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JAN'S Accommodation and Compliance Series

Introduction

In an effort to reduce the possibility of discrimination lawsuits, some employers ask employees to sign agreements (waivers) stating that they will not file a charge of discrimination against the employer. Sometimes these agreements must be signed before an employee can start working and other times they are part of a severance package when an employee is terminated. The following publications discuss the legality of these types of agreements under laws enforced by the [Equal Employment Opportunity Commission](#).

- [Enforcement Guidance on Non-Waivable Employee Rights Under Equal Employment Opportunity Commission \(EEOC\) Enforced Statutes](#)
- [Understanding Waivers of Discrimination Claims in Employee Severance Agreements](#)

Situations and Solutions:

The following situations and solutions are real-life examples of accommodations that were made by JAN customers. Because accommodations are made on a case-by-case basis, these examples may not be effective for every workplace but give you an idea about the types of accommodations that are possible.

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