

Kansas Administrative Regulations

Kansas Human Rights Commission

Article 70.—Nondiscrimination on the Basis of Disability by Public Accommodations

21-70-20. Definition of readily achievable; determination.

(a) "Readily achievable" means easily accomplished and able to be carried out without much difficulty or expense.

(b) In determining whether an action is readily achievable, factors to be considered shall include:

- (1) The nature and cost of the action needed under the act;
- (2) the overall financial resources of the site or sites involved in the action,

considering:

- (A) the number of persons employed at the site;
 - (B) the effect on expenses and resources;
 - (C) legitimate safety requirements that are necessary for safe operation, including crime prevention measures; and
 - (D) how the action would otherwise impact the operation of the site; and
- (3) whether the site or sites in question have a parent corporation or entity, and if so:
- (A) the geographic separateness, and the administrative or fiscal relationship of the site or sites in question to the parent corporation or entity;
 - (B) the overall financial resources of any parent corporation or entity;
 - (C) the overall size of the parent corporation or entity with respect to the number of its employees;
 - (D) the number, type, and location of the parent corporation's or entity's facilities; and
 - (E) the type of operation or operations of any parent corporation, including the composition, structure, and functions of its workforce.

(Authorized by K.S.A. 44-1004; implementing K.S.A. 44-1009; effective Dec. 19, 1994.)

***** Authenticated Kansas Administrative Regulation *****