



# Tips for Creating Multipurpose Accommodation Rooms for Employees

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There are times when employees may need private space at work. Perhaps a religious employee needs to pray, or a nursing mother needs to express breastmilk. Maybe a worker needs a quiet space to focus on mental health. Employers with limited space may not be able to provide a separate room for each accommodation. In an interview with *SHRM*, Sarina Saluja suggests: “Employers should make it clear to workers that if a room is used for more than one purpose, then the workers need to be mindful of the potential needs of others. Employers also need to ensure that the room meets any legal requirements for the applicable accommodation request.” She also recommends that employers review every accommodation request on a case-by-case basis, while keeping any legal requirements in mind.

To read the full article, visit [SHRM](#).

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