

State of the Line

2025 YEAR-END

Accommodations

Year-end 2025 data shows accommodation activity continued to rise, while leave of absence requests remained the largest share of requests. At-work accommodations expanded, driven by remote and environmental supports, with work-from-home (WFH) increasing year over year and accounting for over half of environmental accommodations. Growth in WFH was strongest among employees aged 25–35, while participation among those under 25 declined.



[Dive deeper into the stats with the full report here](#)



7.2%

increase in new accommodation volumes in CY 2025, with incident rates rising 5.3% over the prior year.

0.5%

increase in leave of absence accommodations to 59% (up from 58.5%) which remains the largest share of requests.

1.3%

increase in environmental accommodations, to 9.4% (up from 8.1% in 2024).

“At-work” accommodations

At-work accommodations continue to expand, driven by remote and environmental supports. Physical accommodations remain the largest at-work category, while traditional ergonomic supports (e.g., sit/stand, phone/headset) declined.

53.2%

Increase in environmental accommodations like WFH (+5.2 YOY).

Smaller sub-types such as parking, policy updates, and air-quality improvements show steady incremental growth.

Age insights

Among WFH accommodations, the 25–35 age group increased 3.1% YOY, while employees under 25 declined from 2.6% in 2024 to 1.7% in 2025.