

203.9 Employee Work Areas. *Spaces* and *elements* within *employee work areas* shall only be required to comply with 206.2.8, 207.1, and 215.3 and shall be designed and constructed so that individuals with disabilities can approach, enter, and exit the *employee work area*. *Employee work areas*, or portions of *employee work areas*, other than raised courtroom stations, that are less than 300 square feet (28 m²) and elevated 7 inches (180 mm) or more above the finish floor or ground where the elevation is essential to the function of the *space* shall not be required to comply with these requirements or to be on an *accessible* route.

Advisory 203.9 Employee Work Areas. Although areas used exclusively by employees for work are not required to be fully accessible, consider designing such areas to include non-required turning spaces, and provide accessible elements whenever possible. Under the ADA, employees with disabilities are entitled to reasonable accommodations in the workplace; accommodations can include alterations to spaces within the facility. Designing employee work areas to be more accessible at the outset will avoid more costly retrofits when current employees become temporarily or permanently disabled, or when new employees with disabilities are hired. Contact the Equal Employment Opportunity Commission (EEOC) at www.eeoc.gov for information about title I of the ADA prohibiting discrimination against people with disabilities in the workplace.

203.10 Raised Refereeing, Judging, and Scoring Areas. Raised structures used solely for refereeing, judging, or scoring a sport shall not be required to comply with these requirements or to be on an *accessible* route.

203.11 Water Slides. Water slides shall not be required to comply with these requirements or to be on an *accessible* route.

203.12 Animal Containment Areas. Animal containment areas that are not for *public use* shall not be required to comply with these requirements or to be on an *accessible* route.

Advisory 203.12 Animal Containment Areas. Public circulation routes where animals may travel, such as in petting zoos and passageways alongside animal pens in State fairs, are not eligible for the exception.

203.13 Raised Boxing or Wrestling Rings. Raised boxing or wrestling rings shall not be required to comply with these requirements or to be on an *accessible* route.

203.14 Raised Diving Boards and Diving Platforms. Raised diving boards and diving platforms shall not be required to comply with these requirements or to be on an *accessible* route.

204 Protruding Objects

204.1 General. Protruding objects on *circulation paths* shall comply with 307.

EXCEPTIONS: 1. Within *areas of sport activity*, protruding objects on *circulation paths* shall not be required to comply with 307.

2. Within *play areas*, protruding objects on *circulation paths* shall not be required to comply with 307 provided that ground level *accessible* routes provide vertical clearance in compliance with 1008.2.