

JAN

Job Accommodation Network

Practical Solutions • Workplace Success



Managing Disability from the JAN Perspective: 1983-2010

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JAN is a service of the U.S. Department of Labor's
Office of Disability Employment Policy.

Using JAN

Overview

- JAN Services
- JAN Follow-up study
- Accommodation Examples
- Questions



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Using JAN

Overview

- Job Accommodation
- Americans with Disabilities Act
- Rehabilitation Act



Using JAN

Overview

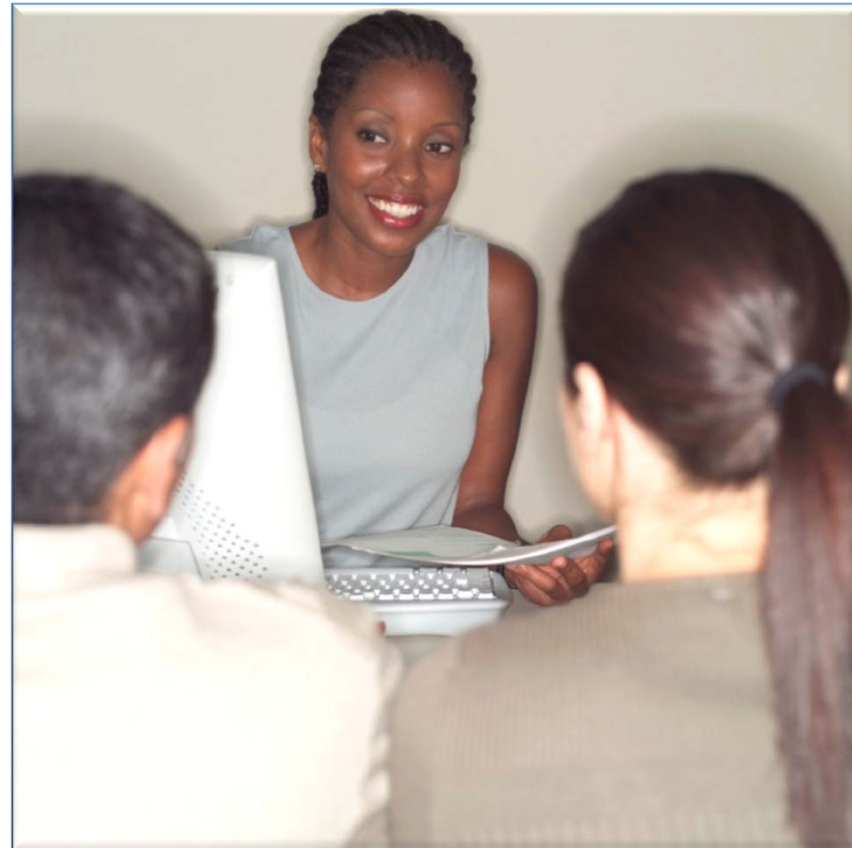
- Over 26 Years of Service
- Experienced
- Free
- National
- Easy to Use
- Confidential



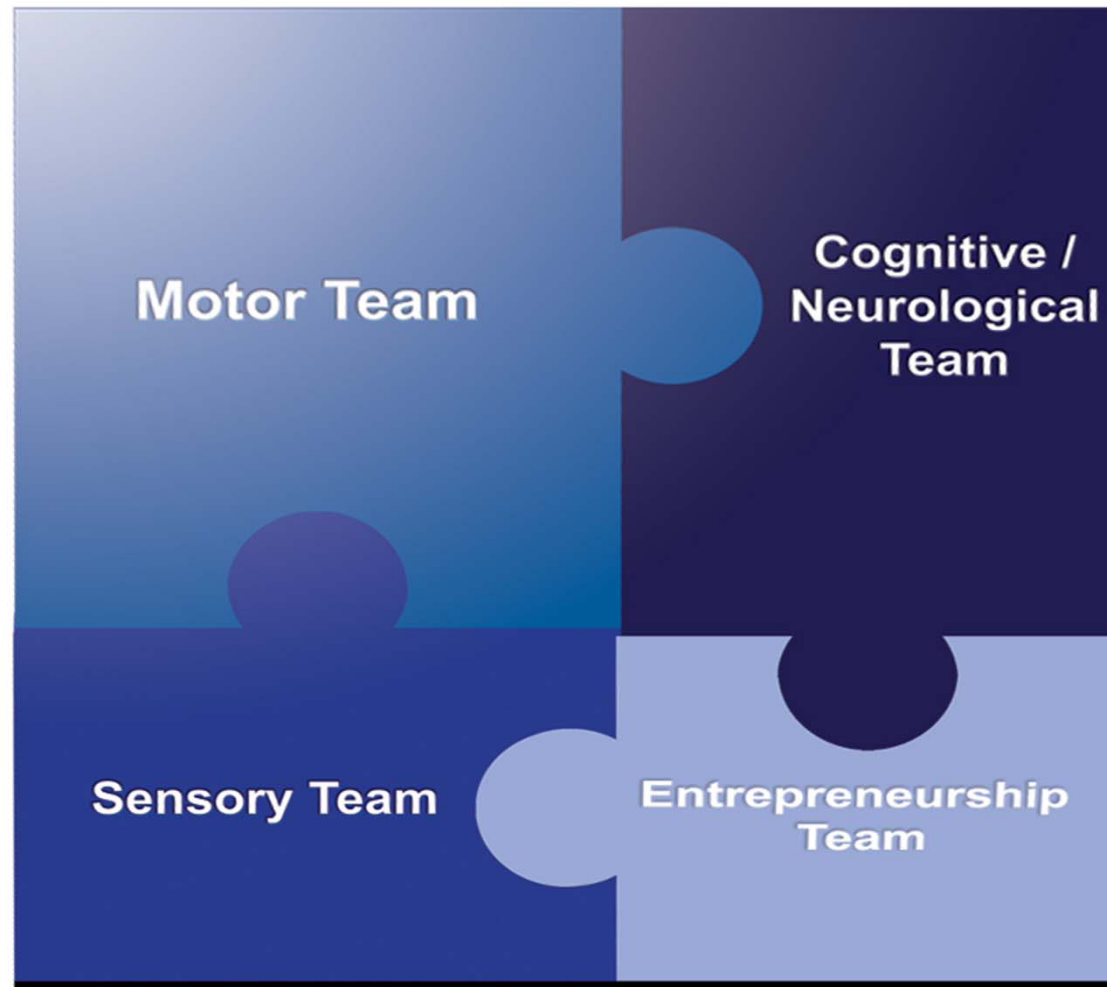
Using JAN

Overview

- Employers
- Individuals
- Service Providers
- Others



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Using JAN

Tools

- Accommodation and ADA Consultation
- Technical Assistance Documents
- Process and Guidance
- Benefit/Cost Research
- Policy Development



JAN Follow-up Survey

- Contacts asked to participate during initial contact
- Phone survey 6 – 8 weeks after initial JAN contact
- July 31, 2010 - 1665 employers surveyed

JAN Fact Sheet Series

Workplace Accommodations: Low Cost, High Impact

Costs of accommodation

- Over half of accommodations are made at no cost.
- Of those who experience a one-time cost, the typical cost is \$600.
- Employers experience multiple direct and indirect benefits after making accommodations.

JAN Fact Sheet Series

Workplace Accommodations: Low Cost, High Impact

Direct Benefits of accommodation

- Retained a valued employee 89%
- Increased employee productivity 71%
- Eliminate cost to train new employee 60%
- Increase employee attendance 52%
- Increase diversity of the company 43%
- Saved workers comp or other insurance 39%

Indirect Benefits of accommodation

- Improve interactions with co-workers 68%
- Increase overall company morale 62%
- Increase overall company productivity 59%
- Increase workplace safety 44%
- Increase overall company attendance 38%

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Ask JAN and we...

- Meet you where you are.
- Help meet deadlines.
- Assist with the interactive process.
- Give targeted technical assistance.
- Provide comprehensive & localized resources.
- Maintain confidentiality.

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Accommodation Examples

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Accommodation Example

- Firefighter
- Paraplegia
- RTW as dispatcher

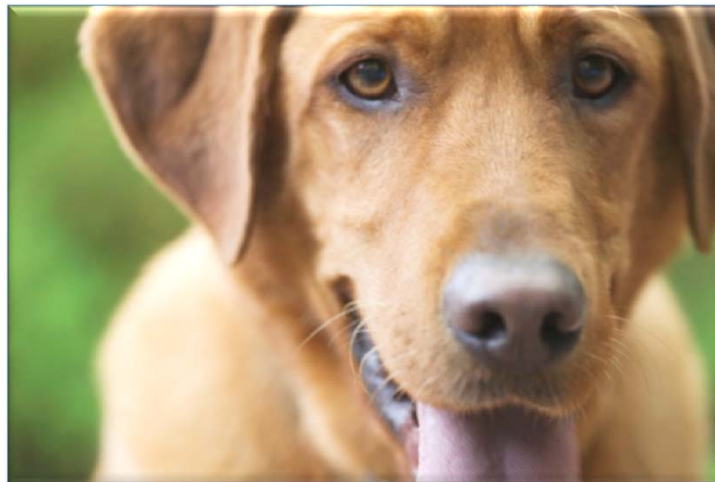


Accommodation Example



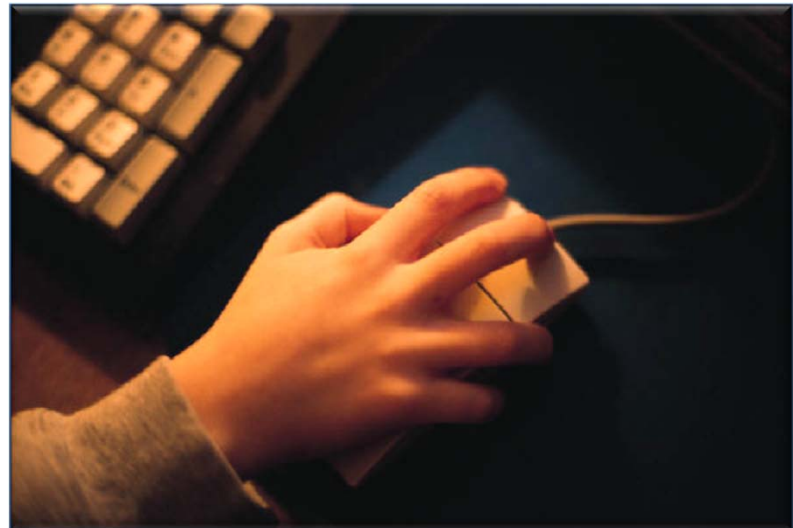
Accommodation Solution

RTW with service animal



Accommodation Example

- Office worker
- Tendonitis
- Pain from typing
- Absent from work



Accommodation Example

- Ergo evaluation of workstation
- IT wrote scripts
- Reduced # keystrokes
- Trained all to use scripts
- Improved attendance
- Cost \$100



Accommodation Example



- Production worker in food manufacturing
- Arthritis
- Difficulty standing for long periods
- Request for change in shoe requirement

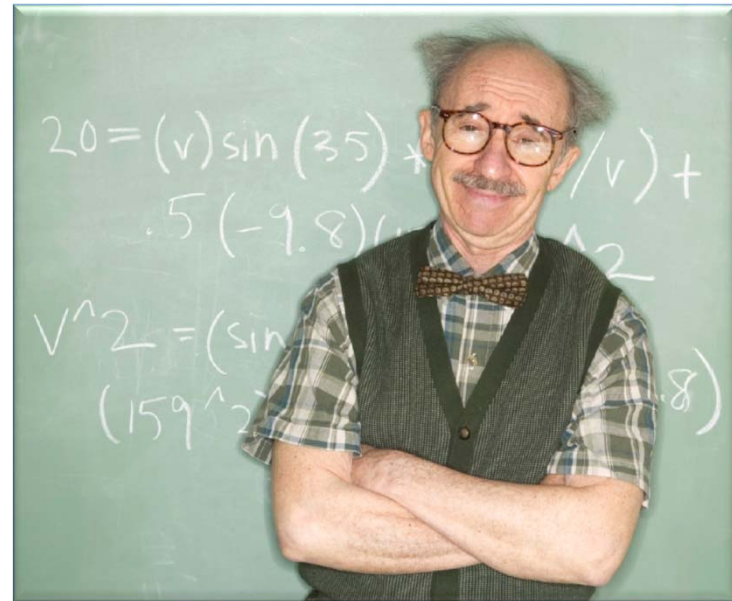
Accommodation Example

- Provided steel toed caps for comfortable shoes
- Provided sit/stand/lean stool
- Retained skilled employee
- Cost \$25



Accommodation Example

- College Professor
- Vocal Cord Nodules
- Soft spoken
- Absent from work



Accommodation Example

- Portable voice amplifier
- Union involvement
- Improved attendance
- Cost \$150



Accommodation Example

- Call center employee
- Circulatory condition
- Exercise legs periodically
- Scripts and productivity



Accommodation Example



- Exercise pedal device
- Meet production standard
- Cost \$40



Accommodation Example



- Long term city employee
- Foot ulcers - Diabetes
- Use of wheelchair
- Difficulty accessing workstation and break room resources



Accommodation Example



- Improved access to workstation
- Lowered files used by employee
- Relocated refrigerator
- Cost \$100



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Contact

- (800)526-7234 (V) & (877)781-9403 (TTY)
- AskJAN.org & jan@askjan.org



The screenshot shows the JAN website homepage. At the top, there is a navigation bar with links for 'PUBLICATIONS AND RESOURCES', 'SEARCH ACCOMMODATIONS DATABASE', 'A-Z OF DISABILITIES AND ACCOMMODATIONS', and 'NEWS'. Below this is the JAN logo and a search bar. The main content area features a large image of a smiling man in a yellow shirt and black apron, with the text 'ASK JAN' and 'If you have a question about workplace accommodations or the Americans with Disabilities Act (ADA) and related legislation, we can help.' To the right of this image is a 'Connect with JAN' section with contact information and links for Email, Live Help, Newsletters, Social Networks, Blog, RSS Feed, and Webcasts. Below this are three sections: 'FOR EMPLOYERS' (Private, Federal, State & Local Government), 'FOR INDIVIDUALS' (Employees, Job Seekers, Entrepreneurs), and 'FOR OTHERS' (Rehabilitation & Medical Professionals, Union Representatives, Attorneys & Legal Representatives). At the bottom, there are navigation links for 'About JAN', 'Frequently Asked Questions', and 'Training'. The footer includes the ODEP logo and text: 'A service of the Office of Disability Employment Policy, U.S. Department of Labor'. Social media icons for Facebook, YouTube, Twitter, LinkedIn, Hand icon, and Email are also present.