

Reasonable Accommodations and Job Accommodation Network (JAN)

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Goals for today:

- “Reasonable Accommodation” review
- Learn about JAN and intended audiences

Reasonable Accommodations (RA)

- Definition: Any modification or adjustment to a job, an employment practice, or work environment to ensure that the individual with a disability has an equal opportunity to perform necessary tasks, known as essential functions.
- For Employers with 15 or more employees. If it is an undue financial hardship, or causes a disruption to others, the employer does not have to provide an accommodation.
- An RA can be provided for an interview, upon request.
- Required for those who are otherwise qualified for the job; those who would not be able to do the job (wrong degree, no degree, etc.) wouldn't be able to do the job no matter what accommodation is given.

JAN: The Job Accommodation Network

- Established in 1983 by US Dept. of Labor's Office of Disability Employment Policy (ODEP)
- Provides FREE resources on accommodations and disability employment issues
- It's FREE!

AskJAN.org - A One-Stop Shop for RA

Aimed at multiple audiences

- Consumers - rights and suggestions
- Providers – laws, psychosocial impact of disability, accommodations
- Employers - laws, possible accommodations, 1:1 assistance

Job Accommodation Network (JAN)

For consumers (Individuals):

- Recommendations on when and how to disclose a disability
- Sample Accommodation Request Letters
- Assistance with Negotiating accommodations (including example medical requests)
- Examples of accommodations
- Steps to take if accommodations are denied (includes discrimination charges)

For Employers:

- Free and confidential consultation
 - On Demand / chat
 - Email: [Contact Us](#)
 - Phone: 800-526-7234
- Provide medical condition or limitations, job duties
- Ask general ADA, accommodation, or documentation questions if you need to establish a company policy

AskJAN.org (continued)

For employers:

- Laws and guidelines / best practice
- SOAR: Searchable Online Accommodation Resource
- Workplace Accommodations: Low Cost, High Impact Costs and Benefits of Accommodation
- Links to resources
 - Regional ADA Centers:
 - Vocational Rehabilitation / RSA
 - Federal resources/agencies
- Forms library
- Toolkit for Employers

For Employers:

Publications & Articles

Case Studies:

- Financial settings
- Food Service
- Healthcare fields
- Legal fields
- Manufacturing
- Retail
- Science, Technology, Engineering, & Math (STEM) Fields

For Employers:

Employer Toolkit: The JAN Workplace Accommodation Toolkit

- Information for various management and staff
- Information for coworkers
- Information for employees with disabilities
 - How to request accommodations
 - When to request accommodations
 - What can / cannot be accommodated

Additional Resources:

- ADA National Network:

[Contact Your Region/ADA Center](#)
[| ADA National Network](#)

Illinois is in Region 5 – Great Lakes ADA
Center

At UIUC: 312-413-1407

www.adagreatlakes.org

Additional Resources:

IL DHS / DRS – Division of Rehabilitation Services

- Job placement and training for individuals with disabilities
- Linkage to DRS customer base for employers: Business Engagement Services (BES) – contact your local office for more information.
- Local office locator: [IDHS: Search](#)