

ASKJAN.ORG

By: Lisa Goodman

Have you ever had any questions about workplace accommodations or the Americans with Disability Act (ADA)? Some of those questions might include:

- What accommodations could you, as an employee, ask for/be entitled to at your job?
- What accommodations should I ask for given my Disability?
- What accommodations are you as an employer, required to provide to an employee?

Not immediately knowing the answers to those questions is completely normal. AskJAN.org is a web site for employees and employers to educate themselves on workplace accommodations. JAN is one of several services provided by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP). As an employee, you might find yourself looking for accommodation ideas given your disability but not knowing what accommodations are appropriate to request. AskJAN.org specifically addresses disabilities and the accommodations that the person with the disability might find useful in the workplace. AskJAN.org is an incredible tool because it empowers employees with the knowledge of what accommodations they are entitled to under the law.

Searching accommodation ideas by clicking on "Accommodation Information by Disability" is an effective way to figure out what accommodations you might want to request in the workplace. If you search "By Disability" a list of Disabilities will come up and you will be able to select the appropriate one. JAN also provides information to employers in private businesses, federal employers, and state and local government employers. JAN provides free-consulting services to those employers with questions or concerns about job accommodations for people with Disabilities and ADA compliance.

I hope you find AskJAN.org a very helpful tool moving forward!