

Monthly tips and resources featured in **What's Next?** are created for young adults, their families, and supporters who are exploring options for life after high school in Indiana.

Making it work: Exploring accommodations and supports

Issue No. 2, September 2, 2020



Sometimes your boss (or a potential employer) may need a little help. It could be that they'd *like* to hire you or promote you to a job with more responsibilities, but they're concerned that it may be too challenging for you. Maybe. But maybe all you need is a **workplace accommodation**.

What's an accommodation and how could it help you?

Essentially, a workplace accommodation is something that makes it possible to do your job or to get hired in the first place. That could be **something physical** like a large screen monitor, a different type of desk that's a better fit with your wheelchair, a timer to let you know when to start a new task, or a daily schedule. It could be **something you do**, such as a work-from-home schedule or extra breaks during your shift. Or it could be **something people-related**. Those are called "natural supports." Natural supports could be a co-worker who picks you up from the bus stop to take you to the office, another co-worker who helps you put on your coat, or someone who reminds you that it's time for lunch.

This month's resource: Ask JAN

JAN stands for **Job Accommodations Network** (but pretty much everyone just calls them JAN). They're a respected part of the federal government's Office of Disability

Continued next page.

Employment Policy. Check out their easy-to-use website at www.askjan.org. They have information on everything from assistance dogs to redesigned worksites. They even have fun stuff. If you search for “alarm clocks,” for instance, you’ll find several different types including one that jumps off your nightstand and rolls around beeping, “determined to get you out of bed on time.” (Really! It’s called Tocky.)

Employers, employees, and job seekers can search for a specific type of accommodation or by disability. You can also look up information about the Americans with Disabilities Act (ADA) or articles listing the commonly used accommodations for employees with everything from Addison’s Disease to Vertigo.

Bonus tip: Job accommodations are a right

Providing an accommodation isn’t just something nice that your employer might do for you. Providing workplace accommodations to employees or applicants with disabilities is the law. It’s part of the American’s with Disabilities Act. (Happy Birthday to the ADA, by the way! In July 2020, the country celebrated the ADA’s 30th birthday.)

To find out more about workplace accommodations and your rights, read this article from the U.S. Department of Labor:

<https://www.dol.gov/general/topic/disability/jobaccommodations>

What’s Next? is a project of the Center on Community Living and Careers and the Indiana Department of Education.

For more information about the content of **What’s Next?** emails, contact us at whatnext@indiana.edu

Want to subscribe to **What’s Next?** by email? Send an email to whatnext@indiana.edu with “Subscribe to What’s Next” in the subject line. Tell us your first name, last name, and email address, and we’ll get you signed up.

Your information will always be kept private!