

Examples of Workplace Accommodation from the Job Accommodation Network

See our library guide for additional accommodation examples and detail on Section A Hiring guides.pcc.edu/disability

An employee who works in a manufacturing environment had a learning disability. The employee had difficulty remembering task sequences of the job. The supervisor provided written instructions, whereby each major task was broken down into smaller, sequential sub-parts. Each subpart was color-coded for easy reference (green means start, red means stop).

A building contractor with dyscalculia was inefficient when creating job quotes. To ensure the mathematical calculations were accurate, the employee spent extra time "figuring" and "double-checking" the numbers. The site supervisor purchased the Jobber 6 contractor's calculator to help the employee "figure" fractions, triangles, circles, area (and more) efficiently and accurately.

An employee who had expressive language disorder had difficulty communicating with the supervisor. This employee preferred to read communication, then, respond in writing. The supervisor adjusted the method of supervision, whereby communication with this employee occurred through email instead of face-to-face.

A machine operator with arthritis had difficulty turning control switches. The small tabs were replaced with larger cushioned knobs and he was given gloves with non-slip dot gripping. These modifications enabled him to grasp and turn the knobs more effectively and with less force.

A forklift driver with rheumatoid arthritis had difficulty grasping the steering wheel. The forklift was fitted with a [spinner ball](#) to eliminate the need for grasping.

A mechanic with a bending restriction due to a low back impairment has problems accessing the engine compartment and low task areas of vehicles. The mechanic also had difficulty lifting. He was accommodated with a tire lift, a mechanic's low task chair, and a specialty creeper designed to support the body while accessing engine compartments. To assist him with lifting, he was accommodated with a [jib crane](#), [tool balancers](#), and work positioners.

National Trends

There are some noteworthy findings from research into disability and employment

http://www.dol.gov/ofccp/regs/compliance/ResourcesFederalContractors_files/S_Bruyere_3-27-15_ILR_NYC_JRF_QA_508c.pdf