

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Autism Spectrum

Job Accommodation Network  
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[AskJAN.org](http://AskJAN.org)



Funded by a contract with the Office of Disability  
Employment Policy, U.S. Department of Labor

## Preface

The Job Accommodation Network (JAN) is funded by a grant from the Office of Disability Employment Policy, U.S. Department of Labor. JAN makes documents available with the understanding that the information be used solely for educational purposes. The information is not intended to be legal or medical advice. If legal or medical advice is needed, appropriate legal or medical services should be contacted.

JAN does not endorse or recommend any products or services mentioned in this publication. Although every effort is made to update resources, JAN encourages contacting product manufacturers/vendors and service providers directly to ensure that they meet the intended purposes. This guarantees that the most up-to-date information is obtained.

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Updated 02/07/2024.

## **JAN'S Accommodation and Compliance Series**

### **Introduction**

JAN's Accommodation and Compliance Series is designed to help employers determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). Each publication in the series addresses a specific medical condition and provides information about the condition, ADA information, accommodation ideas, and resources for additional information.

The Accommodation and Compliance Series is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers are encouraged to contact JAN to discuss specific situations in more detail.

For information on assistive technology and other accommodation ideas, visit JAN's Searchable Online Accommodation Resource (SOAR) at <https://AskJAN.org/soar>.

### **Information about Autism Spectrum Disorders**

Autism spectrum disorder (ASD) is a neurodevelopmental disorder that is characterized by persistent deficits in social communication and social interaction across multiple contexts, including deficits in social reciprocity, nonverbal communicative behaviors used for social interaction, and skills in developing, maintaining, and understanding relationships. For the diagnosis, the presence of restricted, repetitive patterns of behavior, interests, or activities is required.

JAN's [Accommodation Solutions: Executive Functioning Deficits](#) is a publication detailing accommodations for limitations related to executive functioning. These ideas may be helpful in determining accommodations.

### **Autism Spectrum Disorders and the Americans with Disabilities Act**

The ADA does not contain a definitive list of medical conditions that constitute disabilities. Instead, the ADA defines a person with a disability as someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment. For more information about how to determine whether a person has a disability under the ADA, see [How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act \(ADAAA\)](#).

## **Accommodating Employees with Autism Spectrum Disorders**

Autism Spectrum Disorders may involve some of the limitations discussed below but seldom all of them. Also, the degree of limitation will vary from person to person. Be aware that not all people on the autism spectrum will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

### **Questions to Consider:**

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
6. Do supervisory personnel and employees need training?

### **Accommodation Ideas:**

#### **Limitations**

##### Attentiveness/Concentration

- Products
  - Alternative Lighting
  - Applications (apps)
  - Apps for Concentration
  - Cubicle Doors, Shields, and Shades
  - Desk Organizers
  - Desk Pedal Exercisers
  - Electronic Organizers
  - Environmental Sound Machines / Tinnitus Maskers / White Noise Machines

- Fidget Devices
- Focus Enhancement
- Full Spectrum or Natural Lighting Products
- Noise Abatement
- Noise Canceling Earbuds
- Noise Canceling Headsets
- Simulated Skylights and Windows
- Sound Absorption and Sound Proof Panels
- Sun Boxes and Lights
- Sun Simulating Desk Lamps
- Timers and Watches
- Calendars and Planners
- Services
  - Job Coaches
- Strategies
  - Behavior Modification Techniques
  - Color Coded System
  - Flexible Schedule
  - Job Restructuring
  - Marginal Functions
  - Modified Break Schedule
  - Task Flow Chart
  - Task Separation
  - Telework, Work from Home, Working Remotely
  - Uninterrupted "Off" Work Time
  - Verbal Cues
  - Worksite Redesign / Modified Workspace
  - Written Instructions

#### Executive Functioning Deficits

- Apps for Concentration
- Apps for Memory

- Calendars and Planners
- Checklists
- Color Coded System
- Cubicle Doors, Shields, and Shades
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Extra Time
- Flexible Schedule
- Form Generating Software
- Full Spectrum or Natural Lighting Products
- Job Coaches
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Noise Canceling Earbuds
- Noise Canceling Headsets
- On-site Mentoring
- Recorded Directives, Messages, Materials
- Reminders
- Sound Absorption and Sound Proof Panels
- Speech Recognition Software
- Sun Boxes and Lights
- Sun Simulating Desk Lamps
- Timers and Watches
- Written Instructions

#### Managing Time

- Products
  - Applications (apps)
  - Apps for Organization/ Time Management
  - Electronic Organizers
  - Fitness Trackers

- PDAs, Notetakers, and Laptops
  - Smart Watches
  - Timers and Watches
  - Calendars and Planners
- Services
  - Job Coaches
- Strategies
  - Additional Training Time / Training Refreshers
  - Checklists
  - Color-coded Manuals, Outlines, and Maps
  - Color Coded System
  - Extra Time
  - Marginal Functions
  - Reminders
  - Recorded Directives, Messages, Materials
  - Supervisory Methods
  - Support Person
  - Task Flow Chart
  - Task Separation
  - Verbal Cues
  - Written Forms and Prompts
  - Written Instructions

## Memory Loss

- Products
  - Apps for Memory
  - Break Reminder Software
  - Electronic Organizers
  - Form Generating Software
  - Labels/Bulletin Board
  - Medication Reminders
  - Memory Software

- Notepad or White Board
- On-Screen "Ruler" / Strip
- Timers and Watches
- Calendars and Planners
- Strategies
  - Additional Training Time / Training Refreshers
  - Checklists
  - Color-coded Manuals, Outlines, and Maps
  - Color Coded System
  - Extra Time
  - Recorded Directives, Messages, Materials
  - Reminders
  - Supervisory Methods
  - Support Person
  - Task Flow Chart
  - Task Separation
  - Verbal Cues
  - Voice Recorders
  - Written Forms and Prompts
  - Written Instructions

#### Noise Sensitivity

- Alerting Devices
- Communicate Another Way
- Communication Access Technologies
- Fans
- Hearing Protection
- Noise Abatement
- Noise Canceling Earbuds
- Noise Canceling Headsets
- Real-time and Off-line Captioning Services
- Sound Absorption and Sound Proof Panels

- Worksite Redesign / Modified Workspace

## Organizing/Planning/Prioritizing

- Products
  - Apps for Organization/ Time Management
  - Desk Organizers
  - Electronic Organizers
  - Ergonomic Equipment
  - Labels/Bulletin Board
  - Note Collection Software and Technology
  - Notepad or White Board
  - Organization Software
  - Timers and Watches
  - Calendars and Planners
  - Workflow Management Software
- Services
  - Job Coaches
  - Professional Organizers
- Strategies
  - Additional Training Time / Training Refreshers
  - Checklists
  - Color Coded System
  - Color-coded Manuals, Outlines, and Maps
  - Job Restructuring
  - Marginal Functions
  - On-site Mentoring
  - Organization/Prioritization Skills
  - Recorded Directives, Messages, Materials
  - Reminders
  - Supervisory Methods
  - Task Flow Chart
  - Task Identification

- Task Separation
- Written Instructions

#### Photosensitivity

- Alternative Lighting
- Anti-Glare Filters for Fluorescent Lights
- Anti-Glare/Radiation Filters for Computer Screens
- Blue Light Filters
- Cubicle Doors, Shields, and Shades
- Fluorescent Light Tube Covers
- Full Spectrum or Natural Lighting Products
- LED Light Filters
- LED Lighting
- Light Filtering Glasses
- Lighting Gel Filters
- Non-Fluorescent Lighting
- Sun/UV Protective Clothing
- Vehicle Window Tinting and Shades

#### Respiratory Distress/Breathing Problem

- Air Cleaners & Purifiers
- Air Cleaners - Chemical/Odor Removal
- Air Cleaning Systems
- Air Purifiers for Multiple Chemical Sensitivity
- Alternative Cleaning Supplies
- Augmentative and Alternative Communication (AAC) Device
- Carpet Alternatives, Sealants, and Sustainable Flooring
- Escape Hoods
- Flexible Schedule
- Floor Cleaning/Stripping Products - Chemical Sensitivity
- Low/No Odor Paints and Stains
- Mask Brackets and Frames

- Masks - Respirator
- Masks – General/Chemical/Allergen
- Odor Control
- Outgoing Voice Amplification - Telephone
- Personal Air Cleaner (Neckworn)
- Personal On-Site Paging Devices
- Powered Air Purifying Respirator (PAPR)
- Telework, Work from Home, Working Remotely
- Voice Amplification

#### Stress Intolerance

- Products
  - Apps for Anxiety and Stress
  - Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
  - Fitness Trackers
  - Simulated Skylights and Windows
  - Sun Boxes and Lights
  - Sun Simulating Desk Lamps
- Services
  - Counseling/Therapy
  - Employee Assistance Program
- Strategies
  - Behavior Modification Techniques
  - Communicate Another Way
  - Complying with Behavior and Conduct Rules
  - Flexible Schedule
  - Instant Messaging and Texting Solutions for Businesses
  - Job Restructuring
  - Marginal Functions
  - Modified Break Schedule
  - On-site Mentoring

- One-on-One Communication
- Policy Modification
- Positive Feedback
- Supervisory Feedback
- Supervisory Methods
- Support Animal
- Support Person
- Telepresence
- Telework, Work from Home, Working Remotely

## **Work-Related Functions**

### Air Quality/Irritants

- Air Cleaners & Purifiers
- Air Cleaners - Chemical/Odor Removal
- Air Cleaning Systems
- Air Purifiers - No Ozone
- Air Purifiers for Multiple Chemical Sensitivity
- Alternative Cleaning Supplies
- Carpet Alternatives, Sealants, and Sustainable Flooring
- Escape Hoods
- Flexible Schedule
- Floor Cleaning/Stripping Products - Chemical Sensitivity
- Low/No Odor Paints and Stains
- Mask Brackets and Frames
- Masks - Respirator
- Masks – General/Chemical/Allergen
- Odor Control
- Personal Air Cleaner (Neckworn)
- Powered Air Purifying Respirator (PAPR)
- Telework, Work from Home, Working Remotely

### Communicate

- Aide/Assistant/Attendant
- Behavior Modification Techniques
- On-site Mentoring
- Service Animal
- Verbal Responses

## Light

- Alternative Lighting
- Anti-Glare Filters for Fluorescent Lights
- Flexible Schedule
- Fluorescent Light Tube Covers
- Full Spectrum or Natural Lighting Products
- LED Light Filters
- Lighting Gel Filters
- Modified Lighting
- Non-Fluorescent Lighting
- Personal Visors
- Simulated Skylights and Windows
- Sun/UV Protective Clothing
- Telework, Work from Home, Working Remotely
- Transparent Window Shades
- UV Protection Shelters
- Vehicle Window Tinting and Shades

## Noise

- Cubicle Doors, Shields, and Shades
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Fans
- Flexible Schedule
- Folding Wall Partitions and Room Dividers
- Noise Abatement
- Noise Canceling Headsets

- Strobe Lights
- Telework, Work from Home, Working Remotely

## Policies

- Additional Training Time / Training Refreshers
- Aide/Assistant/Attendant
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Marginal Functions
- Modified Break Schedule
- Periodic Rest Breaks
- Physical/Social Distancing Signage
- Policy Modification
- Reassignment
- Service Animal
- Sleep Alerting Devices
- Strobe Lights
- Supervisory Methods
- Support Animal
- Telework, Work from Home, Working Remotely
- Touchless Faucets

## Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Coaches
- Job Restructuring
- Marginal Functions

- Modified Break Schedule
- Monitor Mirrors
- Odor Control
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Strobe Lights
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

## Situations and Solutions:

The following situations and solutions are real-life examples of accommodations that were made by JAN customers. Because accommodations are made on a case-by-case basis, these examples may not be effective for every workplace but give you an idea about the types of accommodations that are possible.

### **An applicant on the autism spectrum applied for a research position with a chemical company.**

He has a verbal communication deficit, though can communicate through handwriting and by e-mail. The employer wanted to provide accommodations during the first stage interview, which involved answering questions from a three-person search committee. JAN suggested providing the questions in advance and allowing the applicant to furnish written responses during the interview.

### **An employee on the autism spectrum works for a large marketing firm.**

Though knowledgeable in her field, she had difficulty participating in work activities with her team. JAN suggested job restructuring, which allowed her to work independently while providing information to her team electronically. This gave the employee the social distance she needed to be comfortable, yet also provided the team with information needed to move forward with marketing campaigns.

### **A scientist on the autism spectrum was able to speak at times but also experienced episodes when she found it difficult to speak and needed to use a speech device or speech generating app.**

She was preparing to present her research at a conference. She pre-recorded audio to go with her slides and brought a tablet with a speech generating app with her in case she needed it during the question and answer portion of her presentation.

### **A new hire at a fast food restaurant is on the autism spectrum.**

He completed his new job tasks quickly and efficiently but then remained idle until someone told him the next task to perform. The manager complained that the employee "just stands around" and "looks bored." JAN suggested the use of a job coach to help learn the job and how to stay occupied during down time. JAN also suggested using a pocket-sized flowchart of work tasks that can be done when the employee is at a standstill.

### **A professor on the autism spectrum had difficulty keeping daily office hours and experienced anxiety because the timing of students' consultations was unpredictable.**

JAN suggested modifying the schedule as an accommodation, for example the professor could reduce the number of days he has office hours, but have more office hours on those days. JAN also suggested adjusting the method by which students obtain appointments, asking students to schedule at least one day in advance and when possible, allow the professor to conduct consultations electronically, by phone, or by instant messenger. In addition, JAN suggested documenting each student consultation

to ease the professor's anxiety about the meeting and to refresh his memory about previous meetings with the student.

## **Products**

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <https://AskJAN.org/soar> is designed to let users explore various accommodation options. Many product vendor lists are accessible through this system; however, JAN provides these lists and many more that are not available on the Web site upon request. Contact JAN directly if you have specific accommodation situations, are looking for products, need vendor information, or are seeking a referral.

## Resources

### **Job Accommodation Network**

West Virginia University  
PO Box 6080  
Morgantown, WV 26506-6080  
Toll Free: (800) 526-7234  
TTY: (304) 293-7186  
Fax: (304) 293-5407  
[jan@askjan.org](mailto:jan@askjan.org)  
<https://askjan.org>

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

### **AANE - Association for Autism and Neurodiversity**

85 Main Street  
Suite 3  
Watertown, MA 02472  
Toll Free: (866) 597-2263  
Direct: (617) 393-3824  
Fax: (617) 393-3827  
[info@aane.org](mailto:info@aane.org)  
<http://www.aane.org/>

The Association for Autism and Neurodiversity (AANE) helps Autistic and similarly Neurodivergent people build meaningful, connected lives. We provide individuals, families, and professionals with education, community and support, in an inclusive atmosphere of validation and respect.

### **American Occupational Therapy Association**

6116 Executive Boulevard, Suite 200  
North Bethesda, MD 20852-4929  
Direct: (301) 652-6611  
[members@aota.org](mailto:members@aota.org)  
<https://www.aota.org/>

The American Occupational Therapy Association (AOTA) is the national professional association established in 1917 to represent the interests and concerns of occupational therapy practitioners and students of occupational therapy and to improve the quality of occupational therapy services.

**American Physical Therapy Association**

<http://www.moveforwardpt.com/Default.aspx>

MoveForwardPT.com is the official consumer information website of the American Physical Therapy Association.

**American Pregnancy Association**

425 Greenway Drive  
Suite 440  
Irving, TX 75038  
Toll Free: (800) 672-2296  
[info@americanpregnancy.org](mailto:info@americanpregnancy.org)  
<http://americanpregnancy.org/>

The American Pregnancy Association is a national health organization committed to promoting reproductive and pregnancy wellness through education, support, advocacy, and community awareness.

**American Psychiatric Association**

1000 Wilson Blvd  
Suite 1825  
Arlington, VA 22209-3901  
Toll Free: (888) 357-7924  
Direct: (703) 907-7300  
[apa@psych.org](mailto:apa@psych.org)  
<https://www.psychiatry.org/>

The American Psychiatric Association is an organization of psychiatrists working together to ensure humane care and effective treatment for all persons with mental illness, including substance use disorders. It is the voice and conscience of modern

psychiatry. Its vision is a society that has available, accessible quality psychiatric diagnosis and treatment.

**American Psychological Association**

750 First Street NE  
Washington, DC 20002  
Toll Free: (800) 374-2721  
Direct: (202) 336-5500  
<http://www.apa.org/>

Our mission is to advance the creation, communication and application of psychological knowledge to benefit society and improve people's lives.

**Autism Society**

4340 East-West Hwy  
Suite 350  
Bethesda, MD 20814-3067  
Toll Free: (800) 328-8476  
TTY: (301) 657-0881  
[info@autism-society.org](mailto:info@autism-society.org)  
<http://www.autismsociety.org/>

The Autism Society strives to empower individuals who experience Autism and their families to make informed decisions in the planning and delivery of individualized, evidence-based services and support.

**Autism Speaks Inc**

1 East 33rd Street  
4th Floor  
New York, NY 10016  
Toll Free: (888) 288-4762  
Direct: (212) 252-8584  
Fax: (212) 252-8676  
[familyservices@autismspeaks.org](mailto:familyservices@autismspeaks.org)  
<https://www.autismspeaks.org/>

Autism Speaks has grown into the world's leading autism science and advocacy organization, dedicated to funding research into the causes, prevention, treatments and a cure for autism; increasing awareness of autism spectrum disorders; and advocating for the needs of individuals with autism and their families. We are proud of what we've been able to accomplish and look forward to continued successes in the years ahead.

### **Autistic Self Advocacy Network**

PO Box 66122

Washington, DC 20035

[info@autisticadvocacy.org](mailto:info@autisticadvocacy.org)

<http://autisticadvocacy.org/>

The Autistic Self Advocacy Network seeks to advance the principles of the disability rights movement with regard to autism. ASAN believes that the goal of autism advocacy should be a world in which Autistic people enjoy the same access, rights, and opportunities as all other citizens. We work to empower Autistic people across the world to take control of our own lives and the future of our common community, and seek to organize the Autistic community to ensure our voices are heard in the national conversation about us. Nothing About Us, Without Us!

### **Brain & Behavior Research Foundation**

90 Park Avenue,

16th Floor

New York, NY 10016

Toll Free: (800) 829-8289

Direct: (646) 681-4888

[info@bbrfoundation.org](mailto:info@bbrfoundation.org)

<https://www.bbrfoundation.org>

The Brain & Behavior Research Foundation is committed to alleviating the suffering caused by mental illness by awarding grants that will lead to advances and breakthroughs in scientific research.

## **Centers for Disease Control and Prevention**

1600 Clifton Rd  
Atlanta, GA 30333  
Toll Free: (800) 232-4636  
<https://www.cdc.gov/>

The Centers for Disease Control and Prevention are dedicated to protecting the health and safety of people - at home and abroad, providing credible information to enhance health decisions, and promoting health through strong partnerships.

## **Charlie Foundation for Ketogenic Therapies**

515 Ocean Ave.  
#602N  
Santa Monica, CA 90402  
Direct: (310) 393-2347  
<http://www.charliefoundation.org/>

The Charlie Foundation for Ketogenic Therapies was founded in 1994 to provide information about diet therapies for people with epilepsy, other neurological disorders and tumorous cancers.

## **Eunice Kennedy Shriver National Institute of Child Health and Human Development**

P.O. Box 3006  
Rockville, MD 20847  
Toll Free: (800) 370-2943  
Fax: (866) 760-5947  
[NICHDInformationResourceCenter@mail.nih.gov](mailto:NICHDInformationResourceCenter@mail.nih.gov)  
<http://www.nichd.nih.gov/Pages/index.aspx>

The mission of the NICHD is to ensure that every person is born healthy and wanted, that women suffer no harmful effects from reproductive processes, and that all children have the chance to achieve their full potential for healthy and productive lives, free from disease or disability, and to ensure the health, productivity, independence, and well-being of all people through optimal rehabilitation.

**Eunice Kennedy Shriver National Institute of Child Health and Human Development**

31 Center Drive  
Building 31, Room 2A32  
Bethesda, MD 20892-2425  
Toll Free: (800) 370-2943  
Fax: (866) 760-5947  
[NICHDInformationResourceCenter@mail.nih.gov](mailto:NICHDInformationResourceCenter@mail.nih.gov)  
<http://www.nichd.nih.gov/Pages/index.aspx>

The mission of the NICHD is to ensure that every person is born healthy and wanted, that women suffer no harmful effects from reproductive processes, and that all children have the chance to achieve their full potential for healthy and productive lives, free from disease or disability, and to ensure the health, productivity, independence, and well-being of all people through optimal rehabilitation.

**Genetic and Rare Diseases Information Center (GARD)**

P.O. Box 8126  
Gaithersburg, MD 20898-8126  
Toll Free: (888) 205-2311  
Fax: (301) 251-4911  
<https://rarediseases.info.nih.gov/>

The Genetic and Rare Diseases (GARD) Information Center is a program of the National Center for Advancing Translational Sciences (NCATS) and funded by two parts of the National Institutes of Health (NIH): NCATS and the National Human Genome Research Institute (NHGRI). GARD provides the public with access to current, reliable, and easy to understand information about rare or genetic diseases in English or Spanish.

**Hyperacusis Network**

4417 Anapaula Lane  
Green Bay, WI 54311  
Direct: (920) 866-3377  
[earhelp@yahoo.com](mailto:earhelp@yahoo.com)  
<http://www.hyperacusis.net/>

Support group established to care for individuals with collapsed tolerance to sound (hyperacusis). Educate the medical community and families about this rare auditory disorder by sharing ways to cope, providing advice on how to secure disability assistance, and reporting on current research and treatment options.

**International OCD Foundation Inc.**

PO Box 961029

Boston, MA 02196

Direct: (617) 973-5801

Fax: (617) 973-5803

[info@iocdf.org](mailto:info@iocdf.org)

<http://iocdf.org/>

The International OCD Foundation is a donor-supported nonprofit organization. Founded in 1986 by a small group of individuals with OCD, the Foundation has grown into an international membership-based organization serving a broad community of individuals with OCD and related disorders, their family members and loved ones, and mental health professionals and researchers around the world. We have affiliates in 25 states and territories in the US, in addition to global partnerships with other OCD organizations and mental health non-profits around the world.

**Jewish Association for Developmental Disabilities (J-ADD)**

190 Moore Street

Suite 272

Hackensack, NJ 07601-7418

Direct: (201) 457-0058

Fax: (201) 457-0025

[info1@j-add.org](mailto:info1@j-add.org)

<http://www.j-add.org/>

Through Residential, Vocational, and Respite services J-ADD has been on the front lines of improving the lives of those with intellectual and developmental disabilities.

**March of Dimes Foundation**

1275 Mamaroneck Avenue  
White Plains , NY 10605  
<http://www.marchofdimes.org/>

The mission of the March of Dimes is to improve the health of babies by preventing birth defects, premature birth and infant mortality.

**Mayo Clinic**

13400 E. Shea Blvd.  
Scottsdale, AZ 85259  
Direct: (480) 301-8000  
<http://www.mayoclinic.org/>

The Mayo Clinic's mission to inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

**MedlinePlus**

8600 Rockville Pike  
Bethesda, MD 20894  
[custserv@nlm.nih.gov](mailto:custserv@nlm.nih.gov)  
<https://medlineplus.gov>

MedlinePlus is the National Institutes of Health's Web site for patients and their families and friends. Produced by the National Library of Medicine, the world's largest medical library, it brings you information about diseases, conditions, and wellness issues in language you can understand. MedlinePlus offers reliable, up-to-date health information, anytime, anywhere, for free.

**Mental Health America**

500 Montgomery Street  
Suite 820  
Alexandria, VA 22314  
Toll Free: (800) 969-6642  
Direct: (703) 684-7722  
Fax: (703) 684-5968  
<https://www.mhanational.org>

Mental Health America – founded in 1909 – is the nation's leading community-based nonprofit dedicated to addressing the needs of those living with mental illness and to promoting the overall mental health of all Americans. Their work is driven by their commitment to promote mental health as a critical part of overall wellness, including prevention services for all, early identification and intervention for those at risk, and integrated care and treatment for those who need it, with recovery as the goal.

**National Alliance on Mental Illness**

3803 N. Fairfax Dr.,  
Ste. 100  
Arlington, VA 22203  
Toll Free: (800) 950-6264  
Direct: (703) 524-7600  
<http://www.nami.org>

The National Alliance on Mental Illness (NAMI) is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. NAMI advocates for access to services, treatment, supports and research and is steadfast in its commitment to raise awareness and build a community for hope for all those in need.

**National Center for Biotechnology Information**

8600 Rockville Pike  
Bethesda, MD 20894  
[pubmedcentral@ncbi.nlm.nih.gov](mailto:pubmedcentral@ncbi.nlm.nih.gov)  
<https://www.ncbi.nlm.nih.gov/>

The National Center for Biotechnology Information advances science and health by providing access to biomedical and genomic information.

**National Human Genome Research Institute**

31 Center Drive, MSC 2152

9000 Rockville Pike

Bethesda, MD 20892-2152

Direct: (301) 402-0911

Fax: (301) 402-2218

<https://www.genome.gov/>

NHGRI's mission has expanded to encompass a broad range of studies aimed at understanding the structure and function of the human genome and its role in health and disease. To that end NHGRI supports the development of resources and technology that will accelerate genome research and its application to human health. A critical part of the NHGRI mission continues to be the study of the ethical, legal and social implications (ELSI) of genome research. NHGRI also supports the training of investigators and the dissemination of genome information to the public and to health professionals.

**National Institute of Mental Health**

6001 Executive Boulevard

Rockville, MD 20852

Toll Free: (866) 615-6464

Direct: (301) 443-4513

Fax: (301) 443-4279

[nimhinfo@nih.gov](mailto:nimhinfo@nih.gov)

<http://www.nimh.nih.gov>

NIMH offers a variety of publications and other educational resources to help people with mental disorders, the general public, mental health and health care practitioners, and researchers gain a better understanding of mental illnesses and the research programs of the NIMH. All publications and educational materials are written by science writers, in collaboration with NIMH scientists and outside reviewers.

## **National Institute of Neurological Disorders and Stroke**

P.O. Box 5801

Bethesda, MD 20824

Toll Free: (800) 352-9424

Direct: (301) 496-5751

<http://www.ninds.nih.gov>

The NINDS, an agency of the U.S. Federal Government and a component of the National Institutes of Health and the U.S. Public Health Service, is a lead agency for the congressionally designated Decade of the Brain, and the leading supporter of biomedical research on disorders of the brain and nervous system.

## **National Institute on Deafness and Other Communication Disorders**

31 Center Drive

MSC 2320

Bethesda, MD 20892

Toll Free: (800) 241-1044

[nidcdinfo@nidcd.nih.gov](mailto:nidcdinfo@nidcd.nih.gov)

<http://www.nidcd.nih.gov/Pages/default.aspx>

National Resource center for health information about hearing, balance, smell, taste, voice, speech, and language for health professionals, patients, industry, and the public.

## **Pediatric Brain Foundation**

2144 E. Republic Rd.

Building B, Suite 202

Springfield, MO 65804

Direct: (417) 887-4242

[info@pediatricbrainfoundation.org](mailto:info@pediatricbrainfoundation.org)

<http://www.pediatricbrainfoundation.org/>

Pediatric Brain Foundation's Mission is Three-fold:

- Expedite scientific research to find treatments and cures for the more than 14 million children living with some form of neurological disorder
- Provide families and health care professionals with up-to-date information and resources on the latest discoveries in pediatric neurology

- Educate the public and public officials on the critical importance of funding pediatric neurological research

### **Remedy's Health Communities**

<http://www.healthcommunities.com>

Remedy Health Media is America's fastest growing health information and technology company. We are a leading provider of clinical resources and wellness tools that help millions of patients and caregivers live healthier, more fulfilled lives.

Our mission is to empower patients and caregivers with the information and applications needed to efficiently navigate the healthcare landscape and as a result, to permit better health outcomes through use of our products and services.

### **The Arc**

1825 K Street, NW,

Suite 1200

Washington, DC 20006

Toll Free: (800) 433-5255

Direct: (202) 534-3700

Fax: (202) 534-3731

[info@thearc.org](mailto:info@thearc.org)

<http://thearc.org>

The Arc is the largest national community-based organization advocating for and serving people with intellectual and developmental disabilities and their families. We encompass all ages and more than 100 different diagnoses including autism, Down syndrome, Fragile X syndrome, and various other developmental disabilities.

### **The Environmental Illness Resource**

162 Bramham Drive  
Oakdale Court  
Harrogate, North Yorkshire, England HG3 2-2UB  
Toll Free: (441) 423-528055  
[support@ei-resource.org](mailto:support@ei-resource.org)  
<http://www.ei-resource.org/>

The Environmental Illness Resource seeks to provide those with environmental illnesses with information of the highest quality in the hope that this will lead to improved quality of life and perhaps even recovery of good health. In addition, to provide a free and open online community in which members may exchange information between themselves and support each other in their healing journeys.

### **Tourette Syndrome "Plus"**

940 Lincoln Place  
North Bellmore, NY 11701-1016  
Direct: (516) 785-2653  
[admin@tourettesyndrome.net](mailto:admin@tourettesyndrome.net)  
<http://www.tourettesyndrome.net/>

### **West Virginia University Center for Excellence in Disabilities**

959 Hartman Run Road  
Morgantown, WV 26506-6870  
Toll Free: (877) 724-8244  
Direct: (304) 293-4692  
Fax: (304) 293-7294  
[contact@cedwvu.org](mailto:contact@cedwvu.org)  
<http://www.cedwvu.org/>

Providing leadership in the development of services and supports for persons with disabilities

**World Health Organization**

525 Twenty-third Street

N.W.

Washington, DC 20037

Direct: (202) 974-3000

Fax: (202) 974-3663

<http://www.who.int/en/>

We are the directing and coordinating authority on international health within the United Nations' system.

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