



**Job Accommodation Network**

Practical Solutions • Workplace Success

## **Accommodation and Compliance Series**

# **Accommodation and Compliance Series: Charcot- Marie-Tooth**

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Employment Policy, U.S. Department of Labor**

## Preface

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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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## **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 Charcot-Marie-Tooth**

Charcot-Marie-Tooth, or CMT, is the most common inherited neurological disorder. CMT is found world-wide in all races and ethnic groups. It was discovered in 1886 by three physicians, Jean-Marie-Charcot, Pierre Marie, and Howard Henry Tooth. CMT patients slowly lose feeling in their feet/legs and hands/arms as nerves to the extremities degenerate. The muscles in the extremities become weakened because of the loss of stimulation by the affected nerves. Additionally, there is a loss of sensory abilities.

### **Charcot-Marie-Tooth 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 Charcot-Marie-Tooth**

People with CMT may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware

that not all people with CMT 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**

##### Feeling/Sensing

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Articulating Keyboard Trays
- Automated Filing Systems
- Book Holders
- Cake Decorating and Baking Equipment
- Deburring Tools
- Electronic Organizers
- Ergonomic and Pneumatic Tools

- Expanded Keyboards
- Forearm Support
- Grip Aids
- Hair Scissors
- Handheld Computers (General)
- Hands Free Resuscitation Devices
- Keyguards
- Light Switch Extension Handles
- Lightweight Lead Aprons
- Manhole Cover Lifts
- Miniature Keyboards
- On-Screen Keyboards
- One-Handed Keyboard Software
- One-Handed Keyboards
- Page Turners
- Periodic Rest Breaks
- Pipettes
- Professional Organizers
- Protective Eyewear
- Scribe/Notetaker
- Speech Recognition Software
- Talking Bar Code Scanner/Reader
- Talking Money Identifier
- Test Tube Holders
- Tool Balancers
- Van Conversion
- Writing Aids

#### Grasping

- Industrial
  - Anti-vibration Gloves
  - Anti-vibration Tool Wraps

- Compact Material Handling
- Ergonomic and Pneumatic Tools
- Ergonomic Knives
- Motorized Carts
- Multi-Purpose Carts
- Tool Balancers
- Office Equipment
  - Auto-dialers
  - Automated Filing Systems
  - Book Holders
  - Compact Material Handling
  - Door Knob Grips and Handles
  - Electric Scissors
  - Ergonomic Scissors
  - File Carousels
  - Filing Trays
  - Grip Aids
  - Hands-free Telephones
  - Headsets
  - Left Hand-Dominant Keyboards
  - Motorized Carts
  - One-Handed Keyboards
  - Page Turners
  - Reachers
  - Scribe/Notetaker
  - Shoulder Supports for Telephone Handsets
  - Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Dental and Surgical Instruments
  - Money Handling Products

- Mop Buckets
- Mops and Mop Handles
- Steering Grips

## Handling/Fingering

- Industrial
  - Anti-vibration Gloves
  - Anti-vibration Tool Wraps
  - Compact Material Handling
  - Ergonomic and Pneumatic Tools
  - Ergonomic Equipment
  - Extra Grip Gloves
  - Grip Aids
  - Vacuum Pickup Tools
- Office Equipment
  - Alternative Input Devices
  - Alternative Keyboards
  - Alternative Mice
  - Articulating Keyboard Trays
  - Book Holders
  - Compact Material Handling
  - Ergonomic Equipment
  - Expanded Keyboards
  - Forearm Support
  - Grip Aids
  - Keyguards
  - Miniature Keyboards
  - On-Screen Keyboards
  - One-Handed Keyboards
  - Page Turners
  - Scribe/Notetaker
  - Speech Recognition Software

- Typing / Keyboarding Aids
  - Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Money Handling Products
  - Periodic Rest Breaks

#### Overall Body Weakness/Strength

- Independent Living
  - Grab Bars
  - Personal Safety and Fall Alert Devices
  - Independent Living Aids
  - Toileting Aids
  - Aide/Assistant/Attendant
- Mobility Aids
  - Scooters
  - Walkers
  - Wheelchairs
- Office Equipment
  - Anti-fatigue Matting
  - Compact Material Handling
  - Ergonomic and Adjustable Office Chairs
  - Ergonomic Equipment
  - Forearm Support
  - Multi-Purpose Carts
  - Stair Lifts
  - Stand-lean Stools
  - Wearable Anti-fatigue Matting
  - Worksite Redesign / Modified Workspace
- Other
  - Modified Break Schedule
  - Periodic Rest Breaks



- Telework, Work from Home, Working Remotely

## Standing

- Accessories for Scooters
- Adjustable Drafting Tables
- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- All-Terrain Scooters
- Anti-fatigue Matting
- Assist Lift Cushions
- Elevating Lift and Office Chairs
- Ergonomic and Pneumatic Tools
- Examination and Procedures Chair
- Flexible Schedule
- Grab Bars
- Handheld Computers (General)
- Head Support for Wheelchairs
- Low Task Chair
- Periodic Rest Breaks
- Proper Sitting / Standing Techniques
- Scooters
- Stair Assists
- Stand Aids
- Stand-lean Stools
- Stand-up Wheelchairs
- Stools for Cutting Hair
- Van Conversion
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts
- Wheelchairs

## Toileting/Grooming Issue

- Accessible Toilets and Toilet Seats
- Aide/Assistant/Attendant
- Flexible Schedule
- Grab Bars - Toilet Hinged Arm Support
- Grooming and Dressing Aids
- Independent Living Aids
- Modified Break Schedule
- Swing Away Grab Bars
- Telework, Work from Home, Working Remotely
- Toileting Aids
- Transfer Aids
- Transfer Sheets
- Worksite Redesign / Modified Workspace

## Walking

- Scooters
- Walkers
- Wheelchairs

## **Work-Related Functions**

### 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

#### Work Site Access

- Accessible Toilets and Toilet Seats
- Accessories for Scooters
- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- All-Terrain Scooters
- Anti-fatigue Matting
- Automatic Door Openers
- Boat Access
- Braille and/or ADA Signage
- Door Knob Grips and Handles
- Examination and Procedures Chair
- Flexible Schedule
- Head Support for Wheelchairs
- High Visibility Floor Tape and Paint
- Low Task Chair
- Portable Ramps
- Ramps
- Scooters
- Service Animal
- Smart Locks/Keyless Entry Locks
- Stair Assists
- Stair Tread/Textured Tape

- Support Animal
- Telework, Work from Home, Working Remotely
- Van Conversion
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Lifts
- Wheelchair Mounts
- Wheelchairs
- Worksite Redesign / Modified Workspace

#### Work Station Access

- Accessories for Scooters
- Adjustable and Ergonomic School Desks and Equipment
- Adjustable Desk Top Workstations for Office Settings
- Adjustable Workstations for Industrial Settings
- All-Terrain Scooters
- Anti-fatigue Matting
- Articulating Keyboard Trays
- Assist Lift Cushions
- Automatic Door Openers
- Chair Mats
- Chairs for Little People
- Chairs for People who are Tall
- Dual Monitors
- Elevating Lift and Office Chairs
- Ergonomic and Adjustable Office Chairs
- Ergonomic Equipment
- Examination and Procedures Chair
- Expanded Keyboards
- Forearm Support

- Forward Leaning Chairs
- Head Support for Wheelchairs
- Large-Rated Chairs
- Low Task Chair
- Monitor Mirrors
- Monitor Risers
- Mousing Surfaces
- Proper Sitting / Standing Techniques
- Stair Assists
- Stand-lean Stools
- Supine Workstations
- Van Conversion
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts
- Wheelchairs
- Work Platforms
- Zero Gravity (reclining) Chairs

## 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 for a restaurant server position disclosed that he has been diagnosed with Charcot-Marie-Tooth and needs to wear a specific type of shoe.**

The employer allows the applicant to deviate from the dress code if he is selected for the position. He can wear shoes of the type needed so long as they follow similar color schemes as the normal dress code policy.

**An applicant for a teaching position had Charcot-Marie-Tooth and stated that she has difficulty walking and uses a wheelchair to help ambulate.**

This position requires crossing campus to different buildings to teach classes. The employer offered the applicant an adjusted schedule to allow her additional time to get to the classrooms.

**An employee who works at the front counter at a fast food restaurant discloses that she has Charcot-Marie-Tooth disease.**

She states that she is having trouble with the prolonged standing that is required. As an accommodation, the employer allows the employee to use a stool and sit while working the register and taking customer orders.

**An employee who has Charcot-Marie-Tooth and works as a dishwasher has mentioned to his supervisor that the prolonged standing on the hard floors causes him severe pain while working.**

The employer acquires an anti-fatigue mat for the employee to stand on at the washing station.

**An employee with Charcot-Marie-Tooth applied for an administrative position and discussed a progressive increase in difficulty keyboarding.**

The employer allows the employee to use speech recognition software instead of the keyboard as an accommodation.

## 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.

### **Office of Disability Employment Policy**

200 Constitution Avenue,  
NW, Room S-1303  
Washington, DC 20210  
Toll Free: (866) 633-7365  
[odep@dol.gov](mailto:odep@dol.gov)  
<https://www.dol.gov/agencies/odep>

The Office of Disability Employment Policy (ODEP) is an agency within the U.S. Department of Labor. ODEP provides national leadership to increase employment opportunities for adults and youth with disabilities while striving to eliminate barriers to employment.

### **Charcot-Marie-Tooth Association**

P.O. Box 105  
Glenolden, PA 19036  
Toll Free: (800) 606-2682  
Direct: (610) 499-9264  
Fax: (610) 499-9267  
[info@cmtausa.org](mailto:info@cmtausa.org)  
<http://www.cmtausa.org/>

Our mission ... to support the development of new drugs to treat CMT, to improve the quality of life for people with CMT, and, ultimately, to find a cure.

**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.

**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.

### **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 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 Organization for Rare Disorders**

55 Kenosia Avenue  
Danbury, CT 06813-1968  
Toll Free: (800) 999-6673  
Direct: (203) 744-0100  
Fax: (203) 263-9938  
<http://www.rarediseases.org>

NORD is a unique federation of voluntary health organizations dedicated to helping people with rare "orphan" diseases and assisting the organizations that serve them. NORD is committed to the identification, treatment, and cure of rare disorders through programs of education, advocacy, research, and service.

**Remedy's Health Communitites**

<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 Foundation for Peripheral Neuropathy**

485 Half Day Road

Suite 350

Buffalo Grove, IL 60089

Toll Free: (877) 883-9942

Fax: (847) 883-9960

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

<https://www.foundationforpn.org/>

The Foundation for Peripheral Neuropathy is a Public Charity committed to fostering collaboration among today's most gifted and dedicated neuroscientists and physicians. These specialists from around the country will help us maintain a comprehensive view of the field and determine the research areas that hold the most promise in neuropathy research and treatment to develop new and effective therapies that can reverse, reduce and one day eliminate Peripheral Neuropathy. It is our ultimate goal to utilize every means and opportunity to dramatically improve the lives of those living with this painful and debilitating disorder.

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