



Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Little Person

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

Preface

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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 Little Person

JAN receives calls regarding accommodations for little people. Little people are typically those individuals of short stature ranging below 4'10". Some little people may not need any accommodations while others may need accommodations. Frequently requested accommodations include modifications to the work-site and work-station, accommodations for toileting/grooming issues, and accommodations to maintain workplace safety. Typical limitations include orthopedic conditions such as spinal stenosis and joint disease as well as difficulty accessing workplace settings designed for an average-height person.

Little Person 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 Little Person

Little people 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 who are little people 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

Grasping

- Adjustable Drafting Tables
- Adjustable Massage Tables
- Aide/Assistant/Attendant
- Alternative Spray Can Holders/Guns
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Auto-dialers
- Automated Filing Systems
- Book Holders
- Breath and Mouth Controlled Alternative Computer Input Devices

- Cake Decorating and Baking Equipment
- Compact Material Handling
- Deburring Tools
- Dental and Surgical Instruments
- Door Knob Grips and Handles
- Electric Scissors
- Electric Stapler
- Electronic Organizers
- Ergonomic and Pneumatic Tools
- Ergonomic Knives
- Ergonomic Scissors
- File Carousels
- Filing Trays
- Graphics Design Software
- Grip Aids
- Hair Scissors
- Handheld Computers (General)
- Hands Free Resuscitation Devices
- Hands-free Telephones
- Headsets
- Height Adjustable Table Legs
- Independent Living Aids
- Left Hand-Dominant Keyboards
- Light Switch Extension Handles
- Lightweight Lead Aprons
- Manhole Cover Lifts
- Money Handling Products
- Mop Buckets
- Mops and Mop Handles
- Motorized Carts
- Multi-Purpose Carts

- One-Handed Keyboards
- Page Turners
- Pipettes
- Professional Organizers
- Reachers
- Scribe/Notetaker
- Shoulder Supports for Telephone Handsets
- Steering Grips
- Talking Bar Code Scanner/Reader
- Talking Money Identifier
- Test Tube Holders
- Tool Balancers
- Touchless Faucets
- Van Conversion
- Wheelchair Trays
- Writing Aids

Handling/Fingering

- Adjustable Drafting Tables
- Adjustable Massage Tables
- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Alternative Spray Can Holders/Guns
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Articulating Keyboard Trays
- Automated Filing Systems
- Book Holders
- Breath and Mouth Controlled Alternative Computer Input Devices
- Cake Decorating and Baking Equipment

- Compact Material Handling
- Deburring Tools
- Disposable Gloves for Small Hands
- Electric Scissors
- Electric Stapler
- Electronic Organizers
- Ergonomic and Pneumatic Tools
- Ergonomic Equipment
- Expanded Keyboards
- Extra Grip Gloves
- Forearm Support
- Graphics Design Software
- Grip Aids
- Hair Scissors
- Handheld Computers (General)
- Height Adjustable Table Legs
- Keyguards
- Light Switch Extension Handles
- Miniature Keyboards
- Money Handling Products
- On-Screen Keyboards
- One-Handed Keyboards
- Page Turners
- Periodic Rest Breaks
- Pipettes
- Professional Organizers
- Scribe/Notetaker
- Speech Recognition Software
- Talking Bar Code Scanner/Reader
- Talking Money Identifier
- Test Tube Holders

- Touchless Faucets
- Typing / Keyboarding Aids
- Vacuum Pickup Tools
- Van Conversion
- Wheelchair Trays
- Writing Aids

Reaching

- Adjustable Massage Tables
- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- Aerial Lifts
- Convex Mirrors
- Deburring Tools
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment
- Folding Steps
- Height Adjustable Table Legs
- Independent Living Aids
- Large-Rated Small Step Ladders
- Lift Tables
- Long-Handled Mirrors
- Low Task Chair
- Mechanic's Seats and Creepers
- Periodic Rest Breaks
- Power Lift IV Stands
- Reachers
- Rolling Safety Ladders
- Stair Assists
- Step Stools
- Telescopic Handle Attachments

- Vacuum Pickup Tools
- Wheelchair Trays
- Work Platforms

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

Work-Related Functions

Parking

- Accessible Parking Space
- Flexible Schedule
- Telework, Work from Home, Working Remotely
- Wheelchairs

Safety Standards

- Additional Training Time / Training Refreshers
- Aerial Lifts
- Alerting Devices
- Body Protection
- Custom Shoes
- Cut and Puncture Resistant Gloves and Sleeves

- Designated Responders
- Ergonomic Assessments
- Ergonomic Equipment
- Escape Hoods
- Established Routes of Travel for Heavy Equipment/Vehicles
- Evacuation Devices
- Fall Protection
- Machine Guards and Shields
- Personal Safety and Fall Alert Devices
- Plan of Action
- Roadwork Assistance
- Rolling Safety Ladders
- Safety-Related Equipment for Little People
- Seat Belts & Seat Belt Extenders
- Steel Toe Shoes & Toe Guards
- Vehicle Rear Vision System
- Workplace Safety

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

- Adjustable and Ergonomic School Desks and Equipment
- Adjustable Desk Top Workstations for Office Settings
- Adjustable Workstations for Industrial Settings
- Anti-fatigue Matting
- Articulating Keyboard Trays
- Assist Lift Cushions
- Chair Mats
- Chairs for Little People
- Dual Monitors
- Elevating Lift and Office Chairs

- Ergonomic and Adjustable Office Chairs
- Ergonomic Equipment
- Expanded Keyboards
- Forearm Support
- Forward Leaning Chairs
- Monitor Mirrors
- Monitor Risers
- Mousing Surfaces
- Stand-lean Stools
- Supine Workstations
- 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.

A little person interviewed for a cashier position at a retail store.

The employer asked her to demonstrate how she would operate the cash register and ring out material goods. The applicant explained that with the use of a simple work platform she would be able to reach everything she needed in order to perform the job successfully.

After being offered the customer service representative position, the employee who was a little person requested modifications to their work-station.

The employer provided him with a smaller chair and lowered their desk to make it more accessible for the employee.

A little person who taught at a local high school got assigned to different subject matters in the new school year.

This would require her to move classrooms multiple times a day and the classrooms were spread over a sizable campus. The employee voiced her concern of traveling to her destination on time. The employer provided her with a small scooter which enabled her to get to the different classrooms quickly.

A machinist of short stature had trouble keeping his safety glasses on.

The employer noticed and had concerns for his safety. The employer called JAN and was able to receive a vendor list of manufacturers for safety glasses that fit adults with smaller faces. This enabled the employee to continue working while maintaining safety.

A secretary who was a little person was having difficulty typing into the computer due to the keyboard size.

Performance was suffering, so she made a request for reasonable accommodation. The employer ended up providing the employee with speech recognition software coupled with a miniature keyboard. The employee's performance improved and the employer retained a valued employee.

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
<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
<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.

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.

Human Growth Foundation

997 Glencove Ave.
Suite 5
Glen Head, NY 11545
Toll Free: (800) 451-6434
Fax: (516) 671-4055
<http://hgfound.org/>

The Human Growth Foundation is a voluntary, non-profit organization whose mission is to help children, and adults with disorders of growth and growth hormone through research, education, support, and advocacy. The Foundation is dedicated to helping medical science to better understand the process of growth. It is composed of concerned parents and friends of children and adults with growth problems, physicians, and other interested health professionals

Little People of America

250 El Camino Real
Suite 218
Tustin, CA 92780
Toll Free: (888) 572-2001
Direct: (714) 368-3689
Fax: (714) 368-3367
info@lpaonline.org
<http://www.lpaonline.org/>

Little People of America, Inc., is a national nonprofit organization that provides support and information to people of short stature and their families.

MedlinePlus

8600 Rockville Pike
Bethesda, MD 20894
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
<https://www.ncbi.nlm.nih.gov/>

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

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