



**Job Accommodation Network**

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

### Spotlight Series: Campaign for Disability Employment (CDE)

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## JAN'S Accommodation and Compliance Series

### Introduction

The [Campaign for Disability Employment](#) (CDE) is a collaborative effort to promote positive employment outcomes for people with disabilities by encouraging employers and others to recognize the value and talent they bring to the workplace. The CDE is the force behind three powerful PSAs that can be used to promote inclusion and opportunities for people with disabilities in the workplace:

- "[Who I Am](#)" showcases individuals who are not defined by their disabilities.
- "[Because](#)" pays tribute to the mentors and role models who inspire success for individuals with disabilities.
- "[I Can](#)" highlights what people with disabilities "can" do at work and the value that they bring.
- "[Working Works](#)" highlights the reasons people work.

Each PSA is accompanied by outreach materials supporting the What Can YOU Do? message and the secondary themes built around the PSAs. For more information, visit the [CDE](#).

## **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 national mentoring organization wanted information on materials that might help highlighted mentors and their roles.**

JAN referred the organization to the "Because" PSA Download Center and the Office of Disability Employment Policy.

### **A national speaker wanted to use a powerful video at the end of her disability inclusion speech.**

She contacted JAN for information on what might be available. JAN provided some materials and referred her to the "I Can" campaign from the Campaign for Disability Employment and the Office of Disability Employment Policy.

### **An employer contacted JAN looking for posters and videos to support its new disability awareness program.**

A JAN staff member referred the individual to the websites for the Campaign for Disability Employment and National Disability Employment Awareness Month.

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