

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Arthritis

Job Accommodation Network
PO Box 6080
Morgantown, WV 26506-6080
(800)526-7234 (V)
(877)781-9403 (TTY)
jan@askjan.org
AskJAN.org



ODEP

Office of Disability
Employment Policy

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.

The following document is not copyrighted and reproduction is encouraged. Section 105 of the Copyright Law provides that no copyright protection is available for works created by the U.S. Government. Therefore, all works created by JAN fall under this provision. While individuals may use such work with impunity, individuals may not claim copyright in the original government work, only in the original material added. Individuals may access the full text of the law from the U.S. Copyright Office <https://www.loc.gov/copyright>. Please note that specific information cited by JAN may be copyrighted from other sources. Citing secondary sources from a JAN publication may violate another organization's or individual's copyright. Permission must be obtained from these sources on a case-by-case basis. When using JAN materials, JAN asks that the materials not be reproduced for profit, that the tone and substance of the information are not altered, and that proper credit is given to JAN as the source of the information. For further information regarding this or any other document provided by JAN, please contact JAN.

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 Arthritis

Arthritis is a condition that includes inflammatory and noninflammatory diseases that affect the body's joints and connective tissue. Tendons, cartilage, blood vessels, and internal organs are also often affected. There are more than 100 different types of arthritis, but two of the more common are osteoarthritis and rheumatoid. Pain and swelling are often associated with arthritis.

Arthritis 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 Arthritis

People with arthritis 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 arthritis 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

Balancing

- Living Independently
 - Bath Chairs
 - Canes
 - Crutches
 - Grab Bars
 - Personal Safety and Fall Alert Devices
 - Rollators and Rolling Walkers
 - Scooters
 - Stair Assists
 - Stair Lifts
 - Swing Away Grab Bars
 - Toileting Aids
 - Walkers with Seats
 - Walkers

- Moving Around
 - All-Terrain Scooters
 - All-Terrain Wheelchairs
 - Canes
 - Crutches
 - Personal Transportation and Mobility Products
 - Rollators and Rolling Walkers
 - Scooters
 - Stair Assists
 - Stair Lifts
 - Walkers with Seats
 - Walkers
- Working at Heights
 - Aerial Lifts
 - Fall Protection
 - Rolling Safety Ladders
- Working Safely
 - Anti-fatigue Matting
 - Evacuation Devices
 - Fall Protection
 - Padded Edging
 - Protective Eyewear

Decreased Stamina/Fatigue

- Accessories for Scooters
- Aide/Assistant/Attendant
- All-Terrain Scooters
- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment

- Examination and Procedures Chair
- Flexible Schedule
- Head Support for Wheelchairs
- Job Restructuring
- Low Task Chair
- Mechanic's Seats and Creepers
- Multi-Purpose Carts
- Periodic Rest Breaks
- Scooters
- Stand-lean Stools
- Stools for Cutting Hair
- Telework, Work from Home, Working Remotely
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Mounts
- Wheelchairs
- Worksite Redesign / Modified Workspace

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
- One-Handed Keyboards
- Page Turners
- Motorized Carts
- 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
 - Writing Aids
 - Typing / Keyboarding Aids
 - Speech Recognition Software
 - Scribe/Notetaker
 - Page Turners
 - One-Handed Keyboards
 - On-Screen Keyboards
- Other
 - Aide/Assistant/Attendant
 - Money Handling Products
 - Periodic Rest Breaks

Lifting

- Agriculture/Farm
 - Animal Lift Tables

- Carts
- Compact Mobile Cranes
- Lift Gates
- Industrial
 - Aerial Lifts
 - Ball Transfer Tables
 - Battery Powered Lift Tables
 - Drum Handling
 - Engine Lifts and Lift Plates
 - Lift Gates
 - Lift Tables
 - Rolling Safety Ladders
 - Stairclimbing Handtrucks
 - Truck Mounted Cranes
 - Vacuum Lifts
 - Vehicle Lifts and Manipulators
 - Winches and Chain Hoists
 - Work Platforms
- Office or Retail Goods
 - Carts
 - Compact Material Handling
 - Ergonomic Assessments
 - Ergonomic Equipment
 - Height Adjustable Table Legs
 - Low Task Chair
 - Stairclimbing Handtrucks
- Other
 - Drywall and Wallboard Lifts
 - Ergonomic Equipment
 - Independent Living Aids
 - Job Restructuring

- Lifters and Carriers for Mobility Aids
- Lifting Aids
- Manhole Cover Lifts
- Periodic Rest Breaks
- Power Lift IV Stands
- Proper Lifting Techniques
- People
 - Accessible Baby Changing Stations
 - Adult Changing Tables
 - Adjustable Exam Tables
 - Bath Chairs
 - Evacuation Devices
 - Large-Rated Wheelchair Lifts
 - Patient Lifts (General)
 - Pool Lifts
 - Powered Bath Lifts
 - Toileting Aids
 - Transfer Aids
 - Transfer Sheets
 - Walk-up Changing Tables
 - Wheelchair Lifts

Overall Body Coordination

- Canes
- Convex Mirrors
- Ergonomic and Pneumatic Tools
- Long-Handled Mirrors
- Personal Transportation and Mobility Products
- Rollators and Rolling Walkers
- Scooters
- Telescoping Cameras
- Walkers

Pain

- Walkers with Seats
- Industrial
 - Adjustable Workstations for Industrial Settings
 - Anti-fatigue Matting
 - Anti-vibration Gloves
 - Anti-vibration Seats
 - Anti-vibration Tool Wraps
 - Carts
 - Ergonomic Equipment
 - Fans
 - Ergonomic Assessments
 - Stand-lean Stools
 - Wearable Anti-fatigue Matting
 - Workstation Space Heaters
- Office Equipment
 - Adjustable Workstations for Office Settings
 - Alternative Keyboards
 - Alternative Mice
 - Carts
 - Chairs with Head Support
 - Compact Material Handling
 - Forearm Support
 - Anti-fatigue Matting
 - Automatic Door Openers
 - Ergonomic and Adjustable Office Chairs
 - Ergonomic Assessments
 - Ergonomic Equipment
 - Fans
 - Gooseneck and Other Telephone Holders
 - Headsets

- Scribe/Notetaker
- Scooters
- Speech Recognition Software
- Supine Workstations
- Stand-lean Stools
- Wearable Anti-fatigue Matting
- Worksite Redesign / Modified Workspace
- Workstation Space Heaters
- Writing Aids
- Services
 - Aide/Assistant/Attendant
 - Service Animal
- Strategies
 - Flexible Schedule
 - Modified Break Schedule
 - Telework, Work from Home, Working Remotely

Photosensitivity

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

Sitting

- Adjustable Drafting Tables
- Adjustable Pedicure Chairs

- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- Chairs and Stools for Medical Services
- Clean Room Stools
- Ergonomic and Adjustable Office Chairs
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment
- Forward Leaning Chairs
- Handheld Computers (General)
- Headsets
- Large-Rated Chairs
- Low Task Chair
- Lumbar Cushions
- Periodic Rest Breaks
- Proper Sitting / Standing Techniques
- Stand-lean Stools
- Stools for Cutting Hair
- Supine Workstations
- Treadmill / Pedal Workstations
- Van Conversion

Sleeping/Stay Awake

- Apps for Sleep/ Fatigue
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Modified Break Schedule
- Sleep Alerting Devices
- Strobe Lights

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

Stress Intolerance

- Apps for Anxiety and Stress
- Behavior Modification Techniques

- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Supervisory Methods
- Support Animal
- Support Person

Temperature Sensitivity

- Air Deflectors
- Cold Resistant Gloves
- Cooling Clothing
- Fans
- Flexible Schedule
- Heated Clothing
- Heated Ergonomic and Computer Products
- Heated Gloves
- Portable Air Conditioners
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters

Walking

- Scooters
- Walkers
- Wheelchairs

Work-Related Functions

Commute

- Flexible Schedule

- Ridesharing/Carpooling
- Telework, Work from Home, Working Remotely
- Transportation Assistance
- Van Conversion

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

Parking

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

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

Temperature

- Air Deflectors
- Cold Resistant Gloves
- Cooling Clothing
- Fans
- Flexible Schedule
- Foot Warmers
- Heat Resistant Gloves
- Heated Clothing
- Heated Ergonomic and Computer Products
- Heated Gloves
- Modified Break Schedule
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters

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.

A customer service representative with arthritis had difficulty typing for long periods.

The individual was accommodated with an ergonomic keyboard and tablet computer.

A library assistant was limited in her ability to stand for long periods due to arthritis.

To assist her when standing, the employer purchased a stand/lean stool.

A laborer in a warehouse was having difficulty standing for long periods due to ankylosing spondylitis.

As an accommodation he was transferred to a position within the warehouse that allowed him flexibility to stand, walk, and sit, as he needed. The employer also purchased a heated cushion for his chair, gave him a stand/lean stool, and provided him with a cart.

A veteran with a service connected knee injury developed arthritis in the same knee and was having difficulty working at a kneeling height in his construction job.

His employer purchased a kneeling device that was portable and worked on rough terrain.

A secretary with rheumatoid arthritis was limited in typing due to pain and stiffness in her hands due to cold temperatures. These symptoms were exacerbated in the winter months and by the below-average air temperature in her office.

She was accommodated with a space heater, additional window insulation, and speech recognition software.

A meat trimmer with arthritis had difficulty standing for long periods.

JAN provided information on anti-fatigue matting and stand/lean stools.

An individual with osteoarthritis and walking limitations had difficulty accessing the work-site.

The employer contacted JAN asking for ways to improve access. JAN suggested an accessible parking space, office close to the entrance, and moving the individual closer to the common office equipment area.

A social worker with arthritis in her hands was having difficulty reading case summaries, manipulating paperwork, and taking notes.

She was accommodated with a page turner, bookholder, writing aids, and the option to dictate reports to her clerical staff.

An insurance clerk with arthritis from systemic lupus erythematosus was experiencing pain in her back, neck, and hands from sitting for long periods of time doing computer work.

She was accommodated with speech recognition software, an ergonomic chair, and an adjustable sit/stand workstation.

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 receptionist with arthritis in his right hand due to an injury needed to input data into a computer.

He was accommodated with a left-handed keyboard, an articulating keyboard tray, speech recognition software, a trackball, and office equipment for a workstation rearrangement.

A vice president with osteoarthritis had difficulty maintaining her stamina during the workday.

To accommodate the fatigue, she was given a flexible schedule and allowed to come in later when necessary. Her employer also provided her with a recliner for her office so she could take additional rest breaks throughout the day.

A plant manager with arthritis was having difficulty moving throughout her plant to monitor assembly line workers.

She was accommodated with a motorized scooter.

A drafter with arthritis in his knees was having difficulty accessing his work-site.

He was accommodated with a reserved parking space close to the building, a first floor office, and push pad activated power doors.

A pharmacist was having difficulties standing for eight hours a day on a tile floor.

This employee was responsible for filling prescriptions for medication. The work area was carpeted using extra padding, which assisted in reducing fatigue and a sit/stand/lean stool was purchased to assist employee when standing. Employee was also permitted to take frequent rest breaks throughout the day. This was possible since the employee cut his lunch hour down to 30 minutes, which provided him with 30 minutes that could be used at other times of the day whenever a break was needed. Also another pharmacist was available to cover his breaks.

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.

American Autoimmune Related Diseases Association

22100 Gratiot Ave.
East Detroit, MI 48021
Direct: (586) 776-3900
Fax: (586) 776-3903
<http://www.aarda.org>

The American Autoimmune Related Diseases Association is dedicated to the eradication of autoimmune diseases and the alleviation of suffering and the socioeconomic impact of autoimmunity through fostering and facilitating collaboration in the areas of education, research, and patient services in an effective, ethical, and efficient manner.

American Chronic Pain Association

P.O. Box 850
Rocklin, CA 95677-0850
Toll Free: (800) 533-3231
Fax: (916) 632-3208
ACPA@theacpa.org
<http://www.theacpa.org>

The purpose of the American Chronic Pain Association is to facilitate peer support and education for individuals with chronic pain and their families so that these individuals may live more fully in spite of their pain.

American Occupational Therapy Association

6116 Executive Boulevard, Suite 200

North Bethesda, MD 20852-4929

Direct: (301) 652-6611

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 Society for Surgery of the Hand

822 W. Washington Boulevard

Chicago, IL 60607

Direct: (312) 880-1900

Fax: (847) 384-1435

info@assh.org

<http://www.assh.org>

The mission of the American Society for Surgery of the Hand (ASSH) is to advance the science and practice of hand and upper extremity surgery through education, research and advocacy on behalf of patients and practitioners.

Arthritis Foundation

1330 W. Peachtree Street
Suite 100
Atlanta, GA 30309
Direct: (404) 872-7100
<http://www.arthritis.org>

The Arthritis Foundation is committed to raising awareness and reducing the unacceptable impact of arthritis, a disease which must be taken as seriously as other chronic diseases because of its devastating consequences. The Arthritis Foundation is leading the way to conquer the nation's leading cause of disability through increased education, outreach, research, advocacy and other vital programs and services.

Back.com

710 Medtronic Parkway
Minneapolis, MN 55432-5604
Toll Free: (800) 633-8766
<http://www.back.com/index.htm>

Back.com is an educational site for people with chronic pain and/or back pain. It was created to help support people with questions about surgical options, and to provide information on options for chronic pain treatment and relief.

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.

Institute for Chronic Pain

PO Box 193

Stillwater, MN 55082

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

The Institute for Chronic Pain is an educational and public policy think tank whose mission is to change the culture of how chronic pain is treated. We engage in research, development, and promotion of scientifically accurate information related to the field of chronic pain management. We do so by bringing together thought leaders from around the world to provide academic-quality information that is approachable to all stakeholders in the field, particularly, patients, their families, and society, more generally. The staff and fellows of the Institute are specialists in chronic pain management as well as healthcare policy and management.

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.

National Fibromyalgia & Chronic Pain Association

3857 Birch St. Suite 312
Newport Beach, CA 92660

nfa@fmaware.org

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

The National Fibromyalgia & Chronic Pain Association (NFMCPA) is a 501(c)3 not for profit organization. We support people with chronic pain illnesses and their families and friends by contributing to caring, professional, and community relationships. Through continuing education, networking with support groups and advocates, and affiliation with professional organizations, the members of the NFMCPA have a place to be informed, get involved, and recognize achievements.

National Institute of Arthritis and Musculoskeletal and Skin Diseases

1 AMS Circle

Bethesda, MD 20892-3675

Toll Free: (877) 226-4267

Direct: (301) 495-4484

Fax: (301) 718-6366

NIAMSinfo@mail.nih.gov

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

The mission of the National Institute of Arthritis and Musculoskeletal and Skin Diseases is to support research into the causes, treatment, and prevention of arthritis and musculoskeletal and skin diseases, the training of basic and clinical scientists to carry out this research, and the dissemination of information on research progress in these diseases.

National Institute on Aging

31 Center Drive

MSC 2292

Bethesda, MD 20892

Toll Free: (800) 222-2225

niaic@nia.nih.gov

<https://www.nia.nih.gov/>

At NIA, our mission is to discover what may contribute to a healthy old age as well as to understand and address the disease and disability sometimes associated with growing older. In pursuit of these goals, our research program covers a broad range of areas, from the study of basic cellular changes that occur with age to the examination of the biomedical, social, and behavioral aspects of age-related conditions, including Alzheimer's disease.

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.

National Osteoporosis Foundation

251 18th Street S,
Suite 630
Arlington, VA 22202
Toll Free: (800) 231-4222
Direct: (202) 223-2226
Fax: (202) 223-2237
info@nof.org
<http://nof.org/>

The National Osteoporosis Foundation (NOF) is the leading health organization dedicated to preventing osteoporosis and broken bones, promoting strong bones for life and reducing human suffering through programs of public and clinician awareness, education, advocacy and research.

Remedy's Health Communités
<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.

Rheumatoid Arthritis Support Network

121 S. Orange Avenue
Orlando, FL 32801
Toll Free: (877) 284-0235
info@rheumatoidarthritis.org
<https://www.rheumatoidarthritis.org/>

The Rheumatoid Arthritis Support Network (RASN) is dedicated to providing up-to-date information and resources for rheumatoid arthritis patients. Our goal is simple. We want RA patients to know their options and fully understand their diagnosis. You can take steps, right now, to improve symptoms and your quality of life.

The Hand and Wrist Institute

8929 Wilshire Blvd
Suite 320
Beverly Hills, CA 90211
Toll Free: (949) 999-6936
Direct: (310) 432-9363
Fax: (310) 432-9367
<http://www.handandwristinstitute.com/hand-wrist-elbow-conditions/>

The Hand and Wrist Institute is one of the region's leading medical practices dedicated solely to the diagnosis, treatment and care of hand, wrist and upper extremity injuries, deformities and disorders.

This document was developed by the Job Accommodation Network (JAN), funded by a grant from the U.S. Department of Labor, Office of Disability Employment Policy (#OD-38028-22-75-4-54). The opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Labor. Nor does mention of tradenames, commercial products, or organizations imply endorsement by the U.S. Department of Labor.