Preface

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Updated 08/14/2019.
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 Fibromyalgia

Fibromyalgia is a complex, chronic condition that causes widespread pain and severe fatigue. Fibromyalgia is often considered a syndrome because it is a set of signs and symptoms that occur together, affecting muscles and their attachments to bones. It is not a true form of arthritis and does not cause deformities of the joints. It is, however, a form of soft tissue or muscular rheumatism. Deep muscular pain is the most common symptom of fibromyalgia. Usually starting at the neck and shoulders and spreading to other parts of the body over time, the pain varies according to the time of day, weather, sleep patterns, and stress level.

People with fibromyalgia experience extreme tenderness when pressure is applied to the knees, thighs, hips, elbows, and neck. People with fibromyalgia are also likely to have sleep disorders; severe changes in mood and thinking, including depression and chronic anxiety; headaches; impaired memory; irritable bowel syndrome; multiple chemical sensitivity syndrome; restless legs; skin and temperature sensitivity; and tingling similar to the symptoms of cumulative trauma disorders.

JAN's Effective Accommodation Practices (EAP) Series: Executive Functioning Deficits is a publication detailing accommodations for individuals with limitations related to executive functioning. These ideas may be helpful in determining accommodations.
Fibromyalgia and the Americans with Disabilities Act

The ADA does not contain a list of medical conditions that constitute disabilities. Instead, the ADA has a general definition of disability that each person must meet. A person has a disability if he/she has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having 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 Fibromyalgia

People with fibromyalgia 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 fibromyalgia 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. Has the employee been consulted regarding possible accommodations?
6. 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?
7. Do supervisory personnel and employees need training?

Accommodation Ideas:

Limitations

Attentiveness/Concentration

- Alternative Lighting
• Applications (apps)
• Apps for Memory
• Behavior Modification Techniques
• Cubicle Doors, Shields, and Shades
• Electronic Organizers
• Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
• Flexible Schedule
• Full Spectrum or Natural Lighting Products
• Job Coaches
• Job Restructuring
• Marginal Functions
• Modified Break Schedule
• Noise Canceling Headsets
• Sound Absorption and Sound Proof Panels
• Task Separation
• Telework, Work from Home, Working Remotely
• Timers and Watches
• Uninterrupted "Off" Work Time
• Verbal Cues
• Wall Calendars and Planners
• Worksite Redesign / Modified Workspace
• Written Instructions

Decreased Stamina/Fatigue
• Aide/Assistant/Attendant
• Anti-fatigue Matting
• Elevating Wheelchairs
• Ergonomic Assessments
• Ergonomic Equipment
• Flexible Schedule
• Job Restructuring
• Periodic Rest Breaks
• Scooters
• Stand-lean Stools
• Telework, Work from Home, Working Remotely
• Walkers
• Wearable Anti-fatigue Matting
• Wheelchairs
• Worksite Redesign / Modified Workspace

Executive Functioning Deficits
• Apps for Concentration
• Apps for Memory
• 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
• Memory Software
• 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
- Wall Calendars and Planners
- Written Instructions

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

Memory Loss
• Additional Training Time / Training Refreshers
• Apps for Memory
• Electronic Organizers
• Memory Software
• Recorded Directives, Messages, Materials
• Reminders
• Support Person
• Verbal Cues
• Wall Calendars and Planners
• Written Instructions

Pain
• Adjustable Workstations for Industrial Settings
• Adjustable Workstations for Office Settings
• Aide/Assistant/Attendant
• Alternative Input Devices
• Alternative Keyboards
• Alternative Mice
• Anti-fatigue Matting
• Anti-vibration Gloves
• Anti-vibration Seats
• Anti-vibration Tool Wraps
- Automatic Door Openers
- Carts
- Chairs with Head Support
- Compact Material Handling
- Ergonomic and Adjustable Office Chairs
- Ergonomic Assessments
- Ergonomic Equipment
- Fans
- Flexible Schedule
- Forearm Supports
- Gooseneck and Other Telephone Holders
- Headsets
- Modified Break Schedule
- Scooters
- Scribe/Notetaker
- Service Animal
- Speech Recognition Software
- Stand-lean Stools
- Supine Workstations
- Telework, Work from Home, Working Remotely
- Wearable Anti-fatigue Matting
- Worksite Redesign / Modified Workspace
- Workstation Space Heaters
- Writing Aids

Sleeping/Stay Awake
- Apps for Sleep/ Fatigue
- Flexible Schedule
- Modified Break Schedule
- Sleep Alerting Devices

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
- Aide/Assistant/Attendant
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Anti-fatigue Matting
- Foldable / Transport Wheelchairs
• Large-Rated Scooters
• Large-Rated Wheelchairs
• Personal Transportation and Mobility Products
• Reclining Wheelchairs
• Rollators and Rolling Walkers
• Scooters
• Scooters for Small Stature
• Telework, Work from Home, Working Remotely
• Walkers
• Walkers for Tall Individuals
• Walkers with Seats
• Wearable Anti-fatigue Matting
• Wheelchairs
• Wheelchairs for Small Stature
• Worksite Redesign / Modified Workspace

Work-Related Functions

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
• Telework, Work from Home, Working Remotely

Stress
• Apps for Anxiety and Stress
• Behavior Modification Techniques
• Counseling/Therapy
• Flexible Schedule
• Job Restructuring
• Marginal Functions
• Modified Break Schedule
• Monitor Mirrors
• On-site Mentoring
• Service Animal
• Simulated Skylights and Windows
• 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 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
• Chairs for People who are Tall
• Dual Monitors
• Elevating Lift and Office Chairs
• Ergonomic and Adjustable Office Chairs
• Ergonomic Equipment
• Expanded Keyboards
• Forearm Supports
• Forward Leaning Chairs
• Large-Rated Chairs
• Monitor Mirrors
• Monitor Risers
• Mousing Surfaces
• Stand-lean Stools
• Supine Workstations
• Work Platforms
• Zero Gravity (reclining) Chairs
Situations and Solutions:

A guidance counselor for a large high school experienced severe bouts of irritable bowel syndrome, depression, and fatigue as a result of fibromyalgia. He experienced difficulty in opening the heavy doors to the entrance of the school and had to make frequent trips to the bathroom. The individual's employer complained that he was spending too much of his time away from his office and therefore was not available for students. The employer moved the employee's office to a location closer to the faculty restroom, added an automatic entry system to the main doors, and allowed flexible leave time so the employee could keep appointments with his therapist.

A nurse with fibromyalgia working in a county health clinic experienced a great deal of fatigue and pain at work. The nurse typically worked evening shifts, but her doctor recommended a schedule change so she could regulate her sleep patterns. Accommodation suggestions included changing her shift from evening to day, restructuring the work schedule to eliminate working two consecutive twelve hour shifts, reducing the number of hours worked to part time, and taking frequent rest breaks.

A switchboard operator with chronic pain and fibromyalgia was accommodated with flexible scheduling, rest breaks, and an adjustable workstation. The adjustable workstation allowed her to alternate between a sitting and standing position.

An individual employed as a patient rights advocate had carpal tunnel syndrome and fibromyalgia. She had difficulty keyboarding, writing, and transporting supplies to presentations. The employer installed speech recognition software for word processing, provided her with writing aids, and gave her lightweight portable carts to assist with transporting materials.

An administrative assistant with fibromyalgia working for a utility company reported neck pain and upper body fatigue. Her duties included typing, answering the telephone, and taking written messages. She was accommodated with a wireless telephone headset to reduce neck pain and eliminate the repetitive motion of lifting the telephone from the cradle, a portable angled writing surface and writing aids to take written messages, a copy holder to secure documents, and forearm supports to use when typing.

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](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
http://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
http://dol.gov/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.

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 Fibromyalgia Syndrome Association, Inc.
PO Box 32698
7371 E Tanque Verde Rd
Tucson, AZ 85715
Direct: (520) 733-1570
Fax: (520) 290-5550
kthorson@afsafund.org
http://www.afsafund.org

The American Fibromyalgia Syndrome Association (AFSA) is the nation’s leading nonprofit organization dedicated to funding research that accelerates the pace of medical discoveries to improve the quality of life for patients with fibromyalgia.

American Physical Therapy Association

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

Anxiety and Depression Association of America
8701 Georgia Ave.
Suite #412
Silver Spring, MD 20910
Direct: (240) 485-1001
Fax: (240) 485-1035
http://www.adda.org/

ADAA is a national nonprofit organization dedicated to the prevention, treatment, and cure of anxiety and mood disorders, OCD, and PTSD and to improving the lives of all people who suffer from them through education, practice, and research.
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.

Centers for Disease Control and Prevention
1600 Clifton Rd
Atlanta, GA 30333
Toll Free: (800) 232-4636
http://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.

Fibromyalgia Information Foundation
PO Box 19016
Portland, OR 97280
http://www.myalgia.com

The Fibromyalgia Information Foundation (FIF) is a not-for-profit foundation, whose directors are University Researchers engaged in the management of fibromyalgia patients or fibromyalgia research. The major aim of FIF is to increase the public's understanding of fibromyalgia, by providing information that is based on scientifically validated research studies.
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.

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 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.

Created by the U.S. National Library of Medicine
MISSION: IMS brings together an international community of health care professionals, researchers, educators, and others to improve care and transform delivery of treatment to those suffering from soft tissue pain through the promotion and exchange of globally recognized research, education, and innovation in patient care.

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.
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.

**Office on Women’s Health**
Department of Health and Human Services
200 Independence Avenue, SW Room 712E
Washington, DC 20201
Toll Free: (800) 994-9662
Direct: (202) 690-7650
Fax: (202) 205-2631
http://www.womenshealth.gov/

The Office on Women’s Health (OWH), part of the U.S. Department of Health and Human Services (HHS), works to improve the health and sense of well-being of all U.S. women and girls. OWH serves as the focal point for women's health activities across HHS offices and agencies and leads HHS efforts to ensure that all women and girls achieve the best possible health.

**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 Environmental Illness Resource
162 Bramham Drive
Oakdale Court
Harrogate, North Yorkshire, England HG3 2-UB
Toll Free: (441) 423-528055
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.

U.S. Department of Veterans Affairs
Toll Free: (844) 698-2311
http://www.va.gov/

The Agency is responsible for providing employment, training, educational and reemployment rights information and assistance to veterans, and other military personnel who are preparing to transition from the military. Also provide hearing aids. All World War I veterans are eligible to receive free hearing aids. Other veterans can receive free hearing aids if their hearing loss is at least 50% service-related.
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