

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Employees with Amputation

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**ODEP**  
Office of Disability  
Employment Policy

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Employment Policy, U.S. Department of Labor

## Preface

The Job Accommodation Network (JAN) is funded by a contract with 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.

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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 <http://askjan.org/soar>.

### **Information about Amputations**

Amputation means the loss or absence of all or part of a limb. Causes of amputations include peripheral vascular disease (often associated with diabetes), trauma, tumors, and infections. In the United States, limb loss resulting from vascular conditions, referred to as dysvascular amputation, accounts for the majority of lower extremity amputations. Although the rates of limb differences due to congenital anomalies have remained consistent for several decades, dysvascular amputations have increased significantly.

Upper extremity amputations are most often a result of an accident or trauma, with recent warfare increasing the rate of occurrence in the United States. In general, upper extremity amputations occur more often in younger age groups. In the wake of an amputation, a new amputee could have a myriad of post-operative medical concerns such as pain management, infection, and controlling the swelling and shaping of the residual limb. Additionally, there will likely be a period of significant rehabilitation, with a wide range of therapeutic goals that will vary for each individual. Amputees may experience a wide range of emotions in response to the loss of a limb, including anxiety, sadness, depression, anger, and grief.

### **Amputations 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 Amputations**

People with amputations 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 amputations 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**

##### 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
- Walkers with Seats
- Moving Around
  - All-Terrain Scooters
  - All-Terrain Wheelchairs
  - Canes
  - Crutches
  - Personal Transportation and Mobility Products
  - Rollators and Rolling Walkers
  - Scooters
  - 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

#### Effect of/Receive Medical Treatment

- Flexible Schedule

- Telework, Work from Home, Working Remotely

## Grasping

- Industrial
  - Compact Material Handling
  - Motorized Carts
  - Multi-Purpose Carts
  - Tool Balancers
- Office Equipment
  - Auto-dialers
  - Automated Filing Systems
  - Book Holders
  - Compact Material Handling
  - Hands-free Telephones
  - Headsets
  - Left Hand-Dominant Keyboards
  - Motorized Carts
  - Multi-Purpose Carts
  - One-Handed Keyboards
  - Reachers
  - Writing Aids
  - Scribe/Notetaker
- Other
  - Aide/Assistant/Attendant
  - Money Handling Products
  - Mop Buckets
  - Mops and Mop Handles
  - Steering Grips

## Handling/Fingering

- Industrial
  - Compact Material Handling

- Ergonomic and Pneumatic Tools
- Vacuum Pickup Tools
- Office Equipment
  - Alternative Input Devices
  - Alternative Keyboards
  - Alternative Mice
  - Book Holders
  - Ergonomic Equipment
  - On-Screen Keyboards
  - One-Handed Keyboards
  - Speech Recognition Software
  - Typing / Keyboarding Aids
  - Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Money Handling Products
  - Periodic Rest Breaks

## Lifting

- Agriculture/Farm
  - Animal Lift Tables
  - Carts
  - Compact Mobile Cranes
- Lifting
  - Aerial Lifts
  - Ball Transfer Tables
  - Battery Powered Lift Tables
  - Engine Lifts and Lift Plates
  - Lift Gates
  - Lift Tables
  - Truck Mounted Cranes
  - Vacuum Lifts

- Winches and Chain Hoists
- Office or Retail Goods
  - Carts
  - Compact Material Handling
  - Ergonomic Assessments
  - Ergonomic Equipment
- Other
  - Drywall and Wallboard Lifts
  - Ergonomic Equipment
  - Independent Living Aids
  - Job Restructuring
  - Lifters and Carriers for Mobility Aids
  - Lifting Aids
  - Periodic Rest Breaks
- People
  - Accessible Baby Changing Stations
  - Adjustable Exam Tables
  - Adult Changing Tables
  - Large-Rated Wheelchair Lifts
  - Patient Lifts (General)
  - Pool Lifts
  - Powered Bath Lifts
  - Toileting Aids
  - Transfer Aids
  - Transfer Sheets
  - Wheelchair Lifts

Pain

- Industrial
  - Adjustable Workstations for Industrial Settings
  - Anti-fatigue Matting
  - Carts



- Ergonomic Assessments
- Ergonomic Equipment
- Wearable Anti-fatigue Matting
- Office Equipment
  - Adjustable Workstations for Office Settings
  - Alternative Keyboards
  - Alternative Mice
  - Anti-fatigue Matting
  - Automatic Door Openers
  - Carts
  - Ergonomic and Adjustable Office Chairs
  - Ergonomic Assessments
  - Forearm Supports
  - Gooseneck and Other Telephone Holders
  - Headsets
  - Scooters
  - Scribe/Notetaker
  - Speech Recognition Software
  - Stand-lean Stools
  - Supine Workstations
  - Wearable Anti-fatigue Matting
  - Worksite Redesign / Modified Workspace
  - Workstation Space Heaters
  - Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Flexible Schedule
  - Modified Break Schedule
  - Service Animal
  - Telework, Work from Home, Working Remotely

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

### **Work-Related Functions**

#### Manipulate Items

- Aerial Lifts
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Auto-dialers
- Automatic Door Openers
- Compact Mobile Cranes
- Ergonomic and Pneumatic Tools
- Grip Aids
- Tool Balancers
- Vacuum Lifts
- Vacuum Pickup Tools

#### Move Items/People

- Adjustable Exam Tables
- Aerial Lifts
- Animal Lift Tables
- Ball Transfer Tables

- Battery Powered Lift Tables
- Carts
- Compact Material Handling
- Compact Mobile Cranes
- Lifting Aids
- Multi-Purpose Carts
- Proper Lifting Techniques
- Vacuum Lifts
- Vacuum Pickup Tools
- Walk-up Changing Tables

#### Operate Equipment/Vehicles

- Anti-vibration Gloves
- Anti-Vibration Seats
- Anti-vibration Tool Wraps
- Ergonomic Equipment
- Gear Shift Adapter/Extension
- Hand Controls
- Swivel Seats and Seat Extenders
- Vehicle Rear Vision System
- Wheelchair Lifts

#### Parking

- Flexible Schedule
- Telework, Work from Home, Working Remotely
- Wheelchairs

#### Work Site Access

- Accessible Toilets and Toilet Seats
- Adjustable Workstations for Office Settings
- Alternative Locks
- Anti-fatigue Matting
- Braille and/or ADA Signage

- Building Accessibility Products
- Door Knob Grips and Handles
- Flexible Schedule
- Portable Ramps
- Ramps
- Scooters
- Service Animal
- Support Animal
- Telework, Work from Home, Working Remotely
- Wearable Anti-fatigue Matting
- Wheelchair Lifts
- 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
- 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:**

### **An applicant, who had both of his legs amputated, uses a wheelchair to help him ambulate.**

The office building that he will be reporting to work in does not have an elevator and if he gets the position his workstation will be located on the third floor. As an accommodation, the employer agrees to allow the individual to work in an office on the first floor should he be selected for the position.

### **A child care worker with cancer had difficulty walking through a campus environment.**

The employee requested the ability to stay in one building. The employer contacted JAN for options. JAN suggested a mobility aid that the individual used solely for job functions.

### **An employee who works as a police officer has recently had one of his legs amputated.**

The employer is unable to locate an accommodation that would allow the employee to safely perform the essential function of this position. However, an administrative position within the unit will become vacant soon so the employer arranges to allow the employee to be reassigned into this position as an accommodation.

### **A veteran with double, above-elbow amputations, works for a federal agency and must take a laptop and paperwork to and from work each day**

Her employer provided a personal assistant to carry the laptop and paperwork to and from the employee's car.

### **An employee who works as a truck driver has recently had her dominant arm amputated.**

She has expressed concern in her ability to return to work because she is unable to shift the gears in the vehicle. As an accommodation, the employer arranged for the employee to drive an automatic transmission truck.

### **An employee who works as a teacher has recently had her dominant arm amputated.**

She states that she is having trouble writing important information on the dry erase board due to lack of practice in writing with the non-dominant arm. The employer allows her to use a projector and type the information on a keyboard as an accommodation until a smart board can be purchased.

### **An applicant, who has had both of her arms amputated, is applying to work in an accounting position.**

The applicant mentioned that in a previous position, her employer allowed her to use speech recognition software and a head tracking camera mouse to access her workstation computer. The employer reviewed these options and decided to provide them should the applicant be selected for the position.

**An employee recently returned to work after having one hand amputated.**

The employee had difficulty using a staple remover. The employer agreed to switch from using staples to paper clips as the employee finds those much easier to work with.

## **Products**

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <http://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 Physical Therapy Association**

<http://www.moveforwardpt.com/Default.aspx>

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



**Amputee Coalition of America**  
9303 Center Street  
Suite 100  
Manassas, VA 20110  
Toll Free: (888) 267-5669  
<http://www.amputee-coalition.org>

The Amputee Coalition of America (ACA) is a national, non-profit amputee consumer educational organization representing people who have experienced amputation or are born with limb differences. The ACA includes individual amputees, amputee education and support groups for amputees, professionals, family members and friends of amputees, amputation or limb loss related agencies, and organizations.

**Enabling the Future**  
<http://enablingthefuture.org/>

The e-NABLE Community is an amazing group of individuals from all over the world who are using their 3D printers to create free 3D printed hands and arms for those in need of an upper limb assistive device.

**Helping Hands Foundation**  
P.O. Box 332  
Medfield, MA 02052  
[info@HelpingHandsGroup.org](mailto:info@HelpingHandsGroup.org)  
<http://helpinghandsgroup.org/>

We have as a continuous goal, to provide support, share experiences and supply information to parents, affected children and their siblings. We choose to focus on the individual child and the challenges they may face. We emphasize their abilities, not their disabilities.

**Limbs for Life Foundation**

9604 N. May Avenue  
Oklahoma City, OK 73120  
Toll Free: (888) 235-5462  
Direct: (405) 843-5174  
Fax: (405) 843-5123  
admin@limbsforlife.org  
<http://www.limbsforlife.org/>

The Limbs for Life Foundation is a global nonprofit organization dedicated to providing fully functional prosthetic care for individuals who cannot otherwise afford it and raising awareness of the challenges facing amputees.

**MedlinePlus**

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

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

**National Amputation Foundation, Inc.**

40 Church Street  
Malverne, NY 11565  
Direct: (516) 887-3600  
Fax: (516) 887-3667  
amps76@aol.com  
<http://www.nationalamputation.org/>

The Foundation sponsors an Amp-to Amp program. Whenever feasible, an amputee member of our organization who has returned to a normal life, visits the new amputee. This has proven to be a real morale builder. We have a list of support groups for every

state and we offer booklets and pamphlets of special interest to the amputee. We also accept donated medical equipment, which is then given out to anyone in need.

### **National Center for Biotechnology Information**

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

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 Given Limb Foundation**

<http://givenlimb.org/>

The Given Limb Foundation is dedicated to improving the lives of individuals with amputations or diminished use of their limbs throughout the world. We aim to support outreach, education, research, and support for those who are facing or have had limb amputations or diminished use of their limbs, particularly our wounded military.

### **Wiggle Your Toes**

PO Box 385141  
Bloomington, MN 55438  
Direct: (612) 321-8637  
Info@wiggleyourtoes.org  
<http://wiggleyourtoes.org/>

Our Mission is to empower those who have lost a limb to move forward, take action and get back to the life they want.

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