

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Employees with Burn Injuries

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



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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.

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.

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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 Burn Injury**

Burn injuries are classified in three ways: first, second, and third degree. First degree burns involve only the top layer of skin and are characterized by pain, redness, and swelling. Second degree burns involve the first and second layer of skin and are characterized by blistering of the skin, redness, and swelling and are very painful. Third degree burns are the most severe and often result in extensive scarring. They can require a long recovery time and may result in severe limitations.

### **Burn Injury 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 Burn Injury**

People with burn injuries 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 burn injuries 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**

##### 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
- File Carousels
- Filing Trays
- Grip Aids
- Hands-free Telephones
- Headsets
- Left Hand-Dominant Keyboards
- Motorized Carts
- One-Handed Keyboards
- Page Turners
- Reachers
- Scribe/Notetaker
- Shoulder Rests 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
  - Ergonomic and Pneumatic Tools
  - Compact Material Handling
  - 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 Supports
  - Grip Aids
  - Keyguards
  - Miniature Keyboards
  - One-Handed Keyboards
  - On-Screen Keyboards
  - Page Turners
  - Scribe/Notetaker
  - Speech Recognition Software
  - Typing / Keyboarding Aids
  - Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Money Handling Products
  - Periodic Rest Breaks

## Pain

- Industrial
  - Adjustable Workstations for Industrial Settings
  - 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 Assessments
- Ergonomic Equipment
- Fans
- Flexible Schedule
- Forearm Supports
- Stand-lean Stools
- Wearable Anti-fatigue Matting
- Workstation Space Heaters
- Office Equipment
  - Adjustable Workstations for Office Settings
  - Alternative Keyboards
  - Alternative Mice
  - 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
- Scooters
- 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

#### Respiratory Distress/Breathing Problem

- Air Cleaners & Purifiers
- Air Purifiers for Multiple Chemical Sensitivity
- Masks - Smoke Allergy
- Odor/Fragrance/Chemical Masks
- Personal Air Cleaner (Neckworn)
- Powered Air Purifying Respirator (PAPR)
- Respirator Masks

#### Sleeping/Stay Awake

- Apps for Sleep/ Fatigue
- Flexible Schedule

#### Standing

- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings



- Anti-fatigue Matting
- Assist Lift Cushions
- Elevating Lift and Office Chairs
- Grab Bars
- Periodic Rest Breaks
- Scooters
- Stand Aids
- Stand-lean Stools
- Stand-up 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

- 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**

### Parking

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

## 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

## 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:**

### **A security guard with breast cancer was burned from radiation treatment.**

She had difficulty wearing the polyester uniform with embroidered insignia that was required by company policy. The employer modified the dress code policy by having a uniform made of cotton material with the logo and employee name added with a no-sew iron-on adhesive.

### **A consultant employed by a federal agency had severe limitations in fine motor movements as a result of burns to her hands.**

She had difficulty typing for long periods of time. An articulating keyboard tray was added to her desk, allowing her to bring the keyboard closer to her body. She was also given a split keyboard and a trackball mouse that allowed her to use her fingers to move the cursor and type, eliminating the need for her to use her thumbs. The individual combined these devices with speech recognition.

### **A heating/cooling technician had a burn injury on his waist and chest from a service connected injury.**

He had difficulty wearing the polyester uniform required by his employer. His employer had uniforms custom made for him out of cotton.

### **A school teacher with burn injuries to both hands was having trouble writing.**

JAN provided information on assistive writing aids such as pen/pencil/marker grips and devices to make holding a pen/pencil/marker easier.

### **A maintenance worker with a burn injury had difficulty walking and standing for long periods.**

The employer purchased a small utility vehicle for the individual to move about the production facility.

### **A drafting engineer had third degree burns to 80% of his body.**

He was limited in sitting for extended periods. He was accommodated with an ergonomic workstation, including a sit/stand work station.

### **A person employed as a ground maintenance laborer was recovering from severe burns of his head, neck, and back.**

His job required him to work outside during most of the day. Due to the scars he was unable to sweat to cool his body temperature, and he was concerned about getting sunburned. His employer provided him with a hat, long sleeved light cotton shirts, and a cool vest. The employer also changed his schedule to an earlier start time so that he could work mainly during the morning hours during extreme heat.

## 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 Burn Association**

311 S. Wacker Drive, Suite 4150  
Chicago, IL 60606  
Direct: (312) 642-9260  
Fax: (312) 642-9130  
info@ameriburn.org  
<http://www.ameriburn.org>

Dedicated to promoting and supporting burn-related research, education, care, rehabilitation, and prevention.

**Arizona Burn Foundation**

PO Box 1329  
Phoenix, AZ 85001  
Direct: (602) 230-2041  
Fax: (602) 230-2157  
<http://www.azburn.org>

Assisting burn victims and their families in becoming burn survivors, through different programs, rehabilitation, treatment, and research.

**Burn Survivor Resource Center**

Toll Free: (800) 669-7700  
<http://burnsurvivor.com>

One stop resource center to ensure professional information is made available to the burn survivor, to the many people who are searching for critical information on behalf of a loved one, to the family, and to the professionals.

**Flicker of Hope Foundation**

8624 Janet Lane  
Vienna, VA 22180  
Direct: (703) 698-1626  
Fax: (703) 698-6225  
[info@flickerofhope.org](mailto:info@flickerofhope.org)  
<http://www.flickerofhope.org/>

FHF was founded with the purpose of providing emotional and practical support for burn survivors and their families. This support is presented in the form of counseling, scholarship opportunities, and the sharing of useful information.



**Model Systems Knowledge Translation Center**

American Institutes for Research  
1000 Thomas Jefferson Street, NW  
Washington, DC 20007  
Direct: (202) 403-5600  
msktc@air.org  
<http://www.msktc.org/>

The Model Systems Knowledge Translation Center (MSKTC) summarizes research, identifies health information needs, and develops information resources to support the Model Systems programs in meeting the needs of individuals with traumatic brain injury (TBI), spinal cord injury (SCI), and burn injury.

The Model Systems are funded by the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR) to conduct innovative and high-quality research, provide patient care, and offer other services to improve the health and overall quality of life for individuals with TBI, SCI, and burn injury.

**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.

**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 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.

**World Health Organization**

525 Twenty-third Street

N.W.

Washington, DC 20037

Direct: (202) 974-3000

Fax: (202) 974-3663

<http://www.who.int/en/>

We are the directing and coordinating authority on international health within the United Nations' system.

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