

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Poliomyelitis (Polio)/Post Polio

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



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 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.

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 <http://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 11/29/2018.

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 Poliomyelitis (Polio)/Post Polio

Polio (poliomyelitis) is a disorder caused by a viral infection (poliovirus) that can affect the whole body, including muscles and nerves. Severe cases may cause permanent paralysis or death. Polio occurs worldwide; however, no cases of polio have been reported in the United States in recent years (the last case of non-vaccine related polio acquired in the United States was in 1979).

Poliomyelitis (Polio)/Post Polio 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 Poliomyelitis (Polio)/Post Polio

People with post-polio syndrome 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 post-polio syndrome 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

Decreased Stamina/Fatigue

- Aide/Assistant/Attendant
- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic Assessments
- Ergonomic Equipment
- 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

Overall Body Weakness/Strength

- Move Items/People
 - Animal Lift Tables
 - Battery Powered Lift Tables
 - Compact Material Handling
 - Lift Tables
 - Linen Carts
 - Multi-Purpose Carts
 - Patient Lifts (General)
- Other
 - Aide/Assistant/Attendant
 - Fall Protection
 - Modified Break Schedule
 - Periodic Rest Breaks
 - Telework, Work from Home, Working Remotely
- Workspace Access
 - Adjustable and Ergonomic School Desks and Equipment
 - Anti-fatigue Matting
 - Elevating Wheelchairs
 - Ergonomic and Adjustable Office Chairs
 - Ergonomic Equipment
 - Foldable / Transport Wheelchairs
 - Forearm Supports
 - Grab Bars
 - Independent Living Aids
 - Large-Rated Scooters
 - Periodic Rest Breaks
 - Personal Transportation and Mobility Products
 - Power Assist for Manual Wheelchairs

- Scooters
- Stair Lifts
- Stand-lean Stools
- Stand-up Wheelchairs
- Walkers
- Walkers with Seats
- Wearable Anti-fatigue Matting
- Wheelchairs
- Worksite Redesign / Modified Workspace
- Large-Rated Wheelchairs

Pain

- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- Aide/Assistant/Attendant
- 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

Work-Related Functions

Commute

- Flexible Schedule
- Ridesharing/Carpooling
- Telework, Work from Home, Working Remotely
- Transportation Assistance

Parking

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

Situations and Solutions:

A cashier at a large retailer had standing limitations stemming from post-polio syndrome.

Work shifts required him to stand for 8 hours, but he was physically incapable of standing that long. The employer couldn't limit the hours worked, but did get the employee a stand/lean stool which permitted him to continue working from a seated position but still allowed him the reach and accessibility to perform his cashier duties.

A social worker had difficulty performing activities of daily living due to her post-polio syndrome.

She was late getting back to work following her allotted breaks because it took her longer to use the restroom and feed herself. After discussing the issue with her employer, they decided to grant additional time to her existing breaks, enabling her to use the restroom as needed and also finish lunch before having to get back to work.

A meat packing inspector with post-polio syndrome was limited in balancing and had difficulty maintaining his balance on slick floors.

The company implemented a policy change that involved having the floors cleaned during specific times of the day, prior to his inspections.

An auditor within the federal government had post-polio syndrome and used a wheelchair.

The employee was required to do her case notes and get them filed within a certain amount of time. The cubical made it hard for her to access the current file system. The employer ended up changing her cubical layout and implementing an automatic filing system.

A customer service representative with post-polio syndrome only had function of their right hand.

The employee had trouble inputting data into the computer. The employee was accommodated with a one-handed keyboard and an alternative mouse, this enabled her to navigate the computer.

A mental health counselor with post-polio syndrome used a scooter to navigate at work.

The employer recently redesigned the layout, moving the time clock further away from the employee's workstation. The employer modified the policy to enable the employee to use paper timeclocks instead of the wall mounted one. This enabled the employee to still maintain his timecard without having to navigate the far distances.

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 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.

Atlanta Post-Polio Association, Inc.

P.O. Box 250566
Atlanta, GA 30325
Direct: (404) 350-7631
<http://www.atlantapostpolio.com/>

The purpose of APPA is to increase members' knowledge about the late effects of polio and offer a supportive environment for sharing common experiences and concerns.

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.

Christopher & Dana Reeve Foundation

636 Morris Turnpike
Suite 3A
Short Hills, NJ 07078
Toll Free: (800) 225-0292
Direct: (973) 379-2690
TeamReeve@ChristopherReeve.org
http://www.christopherreeve.org/site/c.ddJFKRNoFiG/b.4048063/k.67BA/The_Christopher_amp_Dana_Reeve_Foundation__Paralysis_amp_Spinal_Cord_Injury.htm

The Reeve Foundation is dedicated to curing spinal cord injury by funding innovative research, and improving the quality of life for people living with paralysis through grants, information and advocacy.

Genetic and Rare Diseases Information Center (GARD)

P.O. Box 8126
Gaithersburg, MD 20898-8126
Toll Free: (888) 205-2311
Fax: (301) 251-4911
<https://rarediseases.info.nih.gov/>

The Genetic and Rare Diseases (GARD) Information Center is a program of the National Center for Advancing Translational Sciences (NCATS) and funded by two parts of the National Institutes of Health (NIH): NCATS and the National Human Genome Research Institute (NHGRI). GARD provides the public with access to current, reliable, and easy to understand information about rare or genetic diseases in English or Spanish.

Global Polio Eradication Initiative

Avenue Appia 20
1211 Geneva 27
<http://www.polioeradication.org/>

The goal of the Global Polio Eradication Initiative is to complete the eradication and containment of all wild, vaccine-related and Sabin polioviruses, such that no child ever again suffers paralytic poliomyelitis.

Immunization Action Coalition

2550 University Avenue West
Suite 415
North Saint Paul, MN 55114
Direct: (651) 647-9009
Fax: (651) 647-9131
admin@immunize.org
<http://www.immunize.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 Neurological Disorders and Stroke

P.O. Box 5801
Bethesda, MD 20824
Toll Free: (800) 352-9424
Direct: (301) 496-5751
<http://www.ninds.nih.gov>

The NINDS, an agency of the U.S. Federal Government and a component of the National Institutes of Health and the U.S. Public Health Service, is a lead agency for the congressionally designated Decade of the Brain, and the leading supporter of biomedical research on disorders of the brain and nervous system.

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.

Post-Polio Syndrome Central

<http://www.skally.net/ppsc/>

Here you will find links to information on Post-Polio Syndrome, discussion lists, and news groups.

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.

This document was developed by the Job Accommodation Network, funded by a contract from the U.S. Department of Labor, Office of Disability Employment Policy (#1605DC-17-C-0038). 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.