

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Cerebral Palsy

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AskJAN.org



Funded by a contract with the Office of Disability
Employment Policy, U.S. Department of Labor

Preface

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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 Cerebral Palsy

Cerebral palsy (CP) is a term used to describe a group of chronic conditions affecting body movement and muscle coordination. It is caused by damage to one or more specific areas of the brain, usually occurring during fetal development; before, during, or shortly after birth; or during infancy. Thus, these disorders are not caused by problems in the muscles or nerves. Instead, faulty development or damage to motor areas in the brain disrupt the brain's ability to adequately control movement and posture.

"Cerebral" refers to the brain and "palsy" to muscle weakness/poor control. CP itself is not progressive; however, secondary conditions, such as muscle spasticity, can develop, which may get better over time, get worse, or remain the same. CP is characterized by an inability to fully control motor function, particularly muscle control and coordination. Depending on which areas of the brain have been damaged, one or more of the following may occur: muscle tightness or spasticity; involuntary movement; disturbance in gait or mobility, difficulty in swallowing and problems with speech. In addition, the following may occur: abnormal sensation and perception; impairment of sight, hearing, or speech; and seizures. Other problems that may arise are difficulties in feeding, bladder and bowel control, problems with breathing because of postural difficulties, skin disorders because of pressure sores, and learning disabilities.

There are several types of CP:

- Spastic Cerebral Palsy: People with spastic CP have stiff and jerky movements because their muscles are too tight. Mobility and handgrip are difficult to control. This is the most common type of CP and affects half of all people with CP.
- Ataxic Cerebral Palsy: Low muscle tone and poor coordination of movements is described as ataxic. Shakiness or tremors make writing, page turning or using a keyboard difficult to perform. Poor balance and unsteady walking requires extra mental concentration or more time to complete the movements.
- Athetoid Cerebral Palsy: Athetoid refers to a type of CP involving mixed muscle tone, too high or too low. Random, involuntary movements result in movements of the face, arms and upper body. Walking, sitting upright and maintaining posture control takes extra work and concentration. About one fourth of people with CP have athetoid CP.
- Mixed Cerebral Palsy: When muscle tone is too low in some muscles and too high in other muscles, the type of CP is called mixed. About one fourth of all people with CP have this type .

Cerebral Palsy 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 Cerebral Palsy

People with cerebral palsy 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. 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

Drooling

- Drooling Aids
- Flexible Schedule
- Rest Area/Private Space
- Telework, Work from Home, Working Remotely

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

Organizing/Planning/Prioritizing

- Applications (apps)
- Apps for Organization/ Time Management
- Color-coded Manuals, Outlines, and Maps
- Electronic Organizers
- Ergonomic Equipment
- Job Coaches
- Job Restructuring
- On-site Mentoring
- Organization Software
- Professional Organizers
- Reminders

- Supervisory Methods
- Timers and Watches
- Wall Calendars and Planners
- Written Instructions

Toileting/Grooming Issue

- Accessible Toilets and Toilet Seats
- Aide/Assistant/Attendant
- Flexible Schedule
- Grab Bars - Toilet Hinged Arm Support
- Grooming and Dressing Aids
- Independent Living Aids
- Modified Break Schedule
- Swing Away Grab Bars
- Telework, Work from Home, Working Remotely
- Toileting Aids
- Transfer Aids
- Worksite Redesign / Modified Workspace

Walking

- Scooters
- Walkers
- Wheelchairs

Work-Related Functions

Access Information

- Accessible Mobile Phones
- Accessible Telephones
- Adjustable Desk Top Workstations for Office Settings
- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice - Limiting Tremors

- Alternative Mice
- Breath and Mouth Controlled Alternative Computer Input Devices
- Eye Controlled Alternative Computer Input Devices
- Head Controlled Alternative Computer Input Devices
- Keyguards
- Large Button Phones
- On-Screen Keyboards
- One-Handed Keyboards
- Prism Glasses/Bed Spectacles
- Speech Recognition Software

Commute

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

Off Site Access

- Accessible Vehicles
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Flexible Schedule
- Personal Transportation and Mobility Products
- Scooters
- Telework, Work from Home, Working Remotely
- Transportation Assistance

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 accountant with cerebral palsy could not walk long distances.

His employer provided him with a reserved parking space close to the building and allowed him to work from home three days a week.

An office assistant with cerebral palsy had difficulty typing due to mild spasticity in her upper extremities.

Her employer purchased a keyguard to go over her keyboard to help her hit the right keys and forearm supports to help stabilize her arms.

A janitor with cerebral palsy and balance problems was having problems walking about the facility and safely climbing ladders to change light bulbs.

His employer provided him with a motorized cart and a rolling safety ladder.

A production worker with an intellectual impairment and cerebral palsy had difficulty grasping a plastic bottle to accurately apply an adhesive label.

JAN suggested making a wooden jig, which secured the bottle, thus allowing the employee to use both hands when applying the label.

A university employee with cerebral palsy used a speech generating communication device to meet her communication needs at work and elsewhere.

Her device worked well with her personal cellphone, but she needed a speakerphone in order to take calls on the office phone line. Due to workplace changes, she needed to start sharing an office with two coworkers. Her employer purchased an adapter for the device so that she could use her device with the telephone more discreetly.

A federal employee with cerebral palsy needed assistance with lunch, including getting food from the cafeteria and eating.

His employer provided a personal assistant for the employee's entire lunch hour.

A teacher with cerebral palsy had difficulty manipulating papers and writing on the chalkboard.

She was provided a teacher's aide to pick up and pass out student papers and an overhead projector to replace the chalkboard.

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 Academy for Cerebral Palsy & Developmental Medicine

555 East Wells, Ste. 1100
Milwaukee, WI 53202
Direct: (414) 918-3014
Fax: (414) 276-2146
info@aacpdm.org
<http://www.aacpdm.org>

Devoted to the study of cerebral palsy and other childhood onset disabilities, to promoting professional education for the treatment and management of these conditions, and to improving the quality of life for people with these disabilities.

American Academy of Neurology

201 Chicago Avenue
Minneapolis, MN 55415
Toll Free: (800) 879-1960
Direct: (612) 928-6000
Fax: (612) 454-2746
memberservices@aan.com
<http://www.aan.com/>

The American Academy of Neurology (AAN) provides valuable resources for medical specialists worldwide who are committed to improving the care of patients with neurological diseases.

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 Physical Therapy Association

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

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

American Pregnancy Association

425 Greenway Drive
Suite 440
Irving, TX 75038
Toll Free: (800) 672-2296
info@americanpregnancy.org
<http://americanpregnancy.org/>

The American Pregnancy Association is a national health organization committed to promoting reproductive and pregnancy wellness through education, support, advocacy, and community awareness.

Birth Injury Guide

Toll Free: (877) 415-6603
<http://www.birthinjuryguide.org>

BirthInjuryGuide.org is staffed by a birth injury advocacy group based out of Houston, TX. Our staff includes professional writers and researchers, birth injury experts, and medical professionals, all working together to produce the most comprehensive birth injury information source possible.

We work hard to make our information thorough, accurate, and up-to-date. And most importantly we strive to help answer the many questions of parents and loved ones of a child with a birth injury.

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.

Cerebral Palsy Group

400 Putnam Pike Suite J
Smithfield, RI 02917
Direct: (774) 325-0083
<https://cerebralpalsygroup.com>

Cerebral Palsy Group is a national organization that was created so that it may serve the individuals and families who have been diagnosed with cerebral palsy. We are here to provide information and support so that we may help provide resources and education to those affected by CP.

Cerebral Palsy Research Foundation of Kansas, Inc.

5111 East 21st Street N.
Wichita, KS 67208
Direct: (316) 688-1888
Fax: (316) 688-5687
info@cprf.org
<http://www.cprf.org/>

Cerebral Palsy Research Foundation of Kansas primary goal is to provide opportunities allowing physically disabled persons to reach their full potential through employment, recreation, education, and independent living.

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.

Eunice Kennedy Shriver National Institute of Child Health and Human Development

31 Center Drive
Building 31, Room 2A32
Bethesda, MD 20892-2425
Toll Free: (800) 370-2943
Fax: (866) 760-5947
NICHDInformationResourceCenter@mail.nih.gov
<http://www.nichd.nih.gov/Pages/index.aspx>

The mission of the NICHD is to ensure that every person is born healthy and wanted, that women suffer no harmful effects from reproductive processes, and that all children have the chance to achieve their full potential for healthy and productive lives, free from disease or disability, and to ensure the health, productivity, independence, and well-being of all people through optimal rehabilitation.

Eunice Kennedy Shriver National Institute of Child Health and Human Development

P.O. Box 3006
Rockville, MD 20847
Toll Free: (800) 370-2943
Fax: (866) 760-5947
NICHDInformationResourceCenter@mail.nih.gov
<http://www.nichd.nih.gov/Pages/index.aspx>

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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.

March of Dimes Foundation

1275 Mamaroneck Avenue
White Plains , NY 10605
<http://www.marchofdimes.org/>

The mission of the March of Dimes is to improve the health of babies by preventing birth defects, premature birth and infant mortality.

Mayo Clinic

13400 E. Shea Blvd.
Scottsdale, AZ 85259
Direct: (480) 301-8000
<http://www.mayoclinic.org/>

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

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 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.

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.

Pediatric Brain Foundation

2144 E. Republic Rd.
Building B, Suite 202
Springfield, MO 65804
Direct: (417) 887-4242
info@pediatricbrainfoundation.org
<http://www.pediatricbrainfoundation.org/>

Pediatric Brain Foundation's Mission is Three-fold:

- Expedite scientific research to find treatments and cures for the more than 14 million children living with some form of neurological disorder
- Provide families and health care professionals with up-to-date information and resources on the latest discoveries in pediatric neurology
- Educate the public and public officials on the critical importance of funding pediatric neurological research

Rehabilitation Engineering and Assistive Technology Society of North America (RESNA)

1560 Wilson Bvd
Suite 850
Arlington, VA 22209
Direct: (703) 524-6686
Fax: (703) 524-6630
info@resna.org
<http://www.resna.org/>

RESNA, the Rehabilitation Engineering and Assistive Technology Society of North America, is the premier professional organization dedicated to promoting the health and well-being of people with disabilities through increasing access to technology solutions. RESNA advances the field by offering certification, continuing education, and professional development; developing assistive technology standards; promoting research and public policy; and sponsoring forums for the exchange of information and ideas to meet the needs of our multidisciplinary constituency.

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.

TASH
2013 H Street, NW
Washington, DC 20006
Direct: (202) 540-9020
Fax: (202) 540-9019
info@tash.org
<http://www.tash.org>

An international association of people with disabilities, their family members, other advocates, and professionals who work in the disability field. Promotes the full participation of people with disabilities in integrated community settings that support the same quality of life available to people without disabilities. Provides information and referral resources; renders targeted advocacy.

Trace Research & Development Center
2107 Engineering Centers Bldg.
1550 Engineering Dr.
Madison, WI 53706
Direct: (608) 262-6966
Fax: (608) 262-8848
info@trace.wisc.edu
<http://trace.wisc.edu/>

The Trace Research & Development Center's mission is to prevent the barriers and capitalize on the opportunities presented by current and emerging information and telecommunication technologies, in order to create a world that is as accessible and usable as possible for as many people as possible.

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