Preface

The Job Accommodation Network (JAN) is funded by a grant from 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 https://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.
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 Human Immunodeficiency Virus (HIV)

HIV (Human Immunodeficiency Virus), the virus that causes AIDS, is a life-long disease that compromises the body’s immune system, making it difficult to fight-off illnesses and other diseases. HIV infection leads to AIDS (Acquired Immunodeficiency Syndrome) when the CD4 cells, also known as T Cells, of the immune system are destroyed to the point where the body cannot fight off infections and diseases. AIDS in the final stage of HIV infection. Due to improved treatment, many individuals with HIV continue to work without needing any accommodations.

Human Immunodeficiency Virus (HIV) and the Americans with Disabilities Act

The ADA does not contain a definitive list of medical conditions that constitute disabilities. Instead, the ADA defines a person with a disability as someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities,” (2) has a record of such an impairment, or (3) is regarded as having such 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 Human Immunodeficiency Virus (HIV)

People with HIV/AIDS 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 who are aging 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. 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?
6. Do supervisory personnel and employees need training?

Accommodation Ideas:

Limitations

Decreased Stamina/Fatigue

- Accessories for Scooters
- Aide/Assistant/Attendant
- All-Terrain Scooters
- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment
- Examination and Procedures Chair
- Flexible Schedule
- Head Support for Wheelchairs
- Job Restructuring
- Low Task Chair
- Mechanic's Seats and Creepers
- Multi-Purpose Carts
- Periodic Rest Breaks
- Scooters
- Stand-lean Stools
- Stools for Cutting Hair
- Telework, Work from Home, Working Remotely
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Mounts
- Wheelchairs
- Worksite Redesign / Modified Workspace

Dietary Needs
- Flexible Schedule
- Mini Refrigerators/ Electric Coolers
- Policy Modification

Low Vision
- Accessible Mobile Phones
- Accessible Telephones
- Apps for Individuals with Vision Impairment
- External Computer Screen Magnification
- Head-mounted Magnifiers
- High Visibility Floor Tape and Paint
- Large Button Phones
- Large Visual Display for Telephone
- Lighted Reading Glasses
• Low Vision Office Supplies
• Magnification (Hand or Stand)
• Optical Character Recognition (OCR) Systems - Scan
• Portable Video/Electronic Magnifiers
• Screen Magnification and Screen Reading Combined
• Screen Magnification Software
• Sewing Aids for Individuals with Vision Impairment
• Stair Tread/Textured Tape
• Tactile Timepieces/Watches
• Talking Alarm Clocks
• Talking Bar Code Scanner/Reader
• Talking Blood Glucose Monitors
• Talking Blood Pressure Monitors
• Talking Cash Register
• Talking Coin Counter/Sorter
• Talking Color Detector
• Talking Copier
• Talking Credit Card Terminal
• Talking Money Identifier
• Talking Scales
• Talking Telephones
• Talking Watches

Memory Loss
• Additional Training Time / Training Refreshers
• Apps for Memory
• Calendars and Planners
• Electronic Organizers
• Job Coaches
• Professional Organizers
• Recorded Directives, Messages, Materials
• Reminders
Social Skill Builders
Support Person
Verbal Cues
Visual Schedulers
Written Instructions

Nausea
Flexible Schedule
Mini Refrigerators/ Electric Coolers
Odor Control
Telework, Work from Home, Working Remotely

Photosensitivity
Alternative Lighting
Anti-Glare Filters for Fluorescent Lights
Cubicle Doors, Shields, and Shades
Fluorescent Light Tube Covers
Full Spectrum or Natural Lighting Products
LED Light Filters
Light Filtering Glasses
Lighting Gel Filters
Sun/UV Protective Clothing
Vehicle Window Tinting and Shades

Respiratory Distress/Breathing Problem
Air Cleaners & Purifiers
Air Cleaners - Chemical/Odor Removal
Air Cleaning Systems
Air Purifiers for Multiple Chemical Sensitivity
Alternative Cleaning Supplies
Augmentative and Alternative Communication (AAC) Device
Carpet Alternatives, Sealants, and Sustainable Flooring
Escape Hoods
• Flexible Schedule
• Floor Cleaning/Stripping Products - Chemical Sensitivity
• Low/No Odor Paints and Stains
• Mask Brackets and Frames
• Masks - Respirator
• Masks – General/Chemical/Allergen
• Odor Control
• Outgoing Voice Amplification - Telephone
• Personal Air Cleaner (Neckworn)
• Personal On-Site Paging Devices
• Powered Air Purifying Respirator (PAPR)
• Telework, Work from Home, Working Remotely
• Voice Amplification

Skin Rash/Blisters/Sores
• Alternative Cleaning Supplies
• Augmentative and Alternative Communication (AAC) Device
• Disability Awareness/Etiquette Training
• Job Restructuring
• Odor Control
• Outgoing Voice Amplification - Telephone
• Policy Modification
• Touchless Faucets
• Voice Amplification

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

Suppressed Immune System
Disability Awareness/Etiquette Training
Hand Protection
Physical/Social Distancing Signage
Policy Modification
Telework, Work from Home, Working Remotely
Worksite Redesign / Modified Workspace

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

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
• Transfer Sheets
• Worksite Redesign / Modified Workspace

**Work-Related Functions**

**Light**

• Alternative Lighting
• Anti-Glare Filters for Fluorescent Lights
• Flexible Schedule
• Fluorescent Light Tube Covers
• Full Spectrum or Natural Lighting Products
• LED Light Filters
• Lighting Gel Filters
• Modified Lighting
• Non-Fluorescent Lighting
• Personal Visors
• Simulated Skylights and Windows
• Sun/UV Protective Clothing
• Telework, Work from Home, Working Remotely
• Transparent Window Shades
• UV Protection Shelters
• Vehicle Window Tinting and Shades

**Stress**

• Apps for Anxiety and Stress
• Behavior Modification Techniques
• Counseling/Therapy
• Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
• Flexible Schedule
• Job Coaches
• Job Restructuring
• Marginal Functions
• Modified Break Schedule
• Monitor Mirrors
• Odor Control
• On-site Mentoring
• Service Animal
• Simulated Skylights and Windows
• Strobe Lights
• 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
Situations and Solutions:

The following situations and solutions are real-life examples of accommodations that were made by JAN customers. Because accommodations are made on a case-by-case basis, these examples may not be effective for every workplace but give you an idea about the types of accommodations that are possible.

A secretary with HIV could only go to the HIV clinic during work hours. The employer provided the employee with a flexible work schedule, so that she could go to the clinic for medical attention and counseling. The employee made up the hours throughout the week by staying later and by coming in early.

A computer operator was experiencing weight loss and gastrointestinal limitations as a result of having HIV. She was provided with an ergonomic chair with extra padding and began to change seating positions often. This prevented her from getting sores from sitting in one position for prolonged periods of time. Employee’s workstation was also moved closer to a restroom to provide her better access. Total cost to move employee to another workstation was virtually nothing.

A pharmacist was having difficulties standing for eight hours a day on a tile floor. This employee was responsible for filling prescriptions for medication. The work area was carpeted using extra padding, which assisted in reducing fatigue and a sit/stand/lean stool was purchased to assist employee when standing. Employee was also permitted to take frequent rest breaks throughout the day. This was possible since the employee cut his lunch hour down to 30 minutes, which provided him with 30 minutes that could be used at other times of the day whenever a break was needed. Also another pharmacist was available to cover his breaks.

A machine operator was experiencing difficulties remembering the steps involved in changing a part on his machine. The employer provided the employee with a step by-step checklist and directions explaining how to do this.

An accountant was experiencing eye sensitivity to fluorescent light in her office. As a result, she was unable to clearly view her computer screen or written materials due to glare. The accommodation solutions were to lower the wattage in the overhead lights, provide task lighting, and a computer screen glare guard.

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 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.
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.

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 Occupational Therapy Association
6116 Executive Boulevard, Suite 200
North Bethesda, MD 20852-4929
Direct: (301) 652-6611
members@aota.org
https://www.aota.org/
The American Occupational Therapy Association (AOTA) is the national professional association established in 1917 to represent the interests and concerns of occupational therapy practitioners and students of occupational therapy and to improve the quality of occupational therapy services.

American Physical Therapy Association

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

American Psychological Association
750 First Street NE
Washington, DC 20002
Toll Free: (800) 374-2721
Direct: (202) 336-5500
http://www.apa.org/

Our mission is to advance the creation, communication and application of psychological knowledge to benefit society and improve people’s lives.

American Sexual Health Association
PO Box 13827
Research Triangle Park, NC 27709
Direct: (919) 361-8400
info@ashasexualhealth.org
http://www.ashasexualhealth.org

The American Sexual Health Association promotes the sexual health of individuals, families and communities by advocating sound policies and practices and educating the public, professionals and policy makers, in order to foster healthy sexual behaviors and relationships and prevent adverse health outcomes.
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.

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

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.

**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/](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.

**Hepatitis Foundation International**
8121 Georgia Avenue
Suite 350
Silver Spring, MD 20910
Toll Free: (800) 891-0707
Direct: (301) 565-9410
info@hepatitisfoundation.org

The Hepatitis Foundation International (HFI) is a 501 (c) 3 non-profit organization established in 1994 working to eradicate chronic hepatitis for 400 million people globally. HFI is also dedicated to increasing and promoting health and wellness, as well as, reducing the incidence of preventable liver-related chronic diseases and lifestyles that negatively impact the liver.
MedlinePlus
8600 Rockville Pike
Bethesda, MD 20894
custserv@nlm.nih.gov
https://medlineplus.gov

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.

National AIDS Treatment Advocacy Project
580 Broadway
Suite 1010
New York, NY 10012
Toll Free: (888) 266-2827
Direct: (212) 219-0106
Fax: (212) 219-8473
info@natap.org
http://www.natap.org/

Our mission is to educate individuals about HIV and Hepatitis treatments and to advocate on the behalf of all people living with HIV/AIDS and HCV. Our efforts in these areas are conducted on local, national, and international levels.

National Center for Biotechnology Information
8600 Rockville Pike
Bethesda, MD 20894
pubmedcentral@ncbi.nlm.nih.gov

The National Center for Biotechnology Information advances science and health by providing access to biomedical and genomic information.
National Institute of Allergy and Infectious Diseases
5601 Fishers Lane
MSC 9806
Bethesda, MD 20892-9806
Toll Free: (866) 284-4107
Direct: (301) 496-5717
Fax: (301) 402-3573
ocpostoffice@niaid.nih.gov
http://www.niaid.nih.gov/Pages/default.aspx

NIAID conducts and supports basic and applied research to better understand, treat, and ultimately prevent infectious, immunologic, and allergic diseases.

National Institute on Aging
31 Center Drive
MSC 2292
Bethesda, MD 20892
Toll Free: (800) 222-2225
niaic@nia.nih.gov
https://www.nia.nih.gov/

At NIA, our mission is to discover what may contribute to a healthy old age as well as to understand and address the disease and disability sometimes associated with growing older. In pursuit of these goals, our research program covers a broad range of areas, from the study of basic cellular changes that occur with age to the examination of the biomedical, social, and behavioral aspects of age-related conditions, including Alzheimer’s disease.

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 Foundation for Peripheral Neuropathy
485 Half Day Road
Suite 350
Buffalo Grove, IL 60089
Toll Free: (877) 883-9942
Fax: (847) 883-9960
info@tffpn.org
https://www.foundationforpn.org/

The Foundation for Peripheral Neuropathy is a Public Charity committed to fostering collaboration among today’s most gifted and dedicated neuroscientists and physicians. These specialists from around the country will help us maintain a comprehensive view of the field and determine the research areas that hold the most promise in neuropathy research and treatment to develop new and effective therapies that can reverse, reduce and one day eliminate Peripheral Neuropathy. It is our ultimate goal to utilize every means and opportunity to dramatically improve the lives of those living with this painful and debilitating disorder.
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.

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 (JAN), funded by a grant from the U.S. Department of Labor, Office of Disability Employment Policy (#OD-38028-22-75-4-54). 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.