



## Accommodation and Compliance Series

### Accommodation and Compliance Series: Leg Impairment

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Employment Policy, U.S. Department of Labor

## 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.

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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 <https://AskJAN.org/soar>.

### **Information about Leg Impairment**

Leg impairments can arise from injuries, cancer, arthritis, diabetes, burns, and other conditions. They can be isolated to the leg or exist as a part of another condition. Limitations most often affect walking and can be painful.

### **Leg Impairment 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 Leg Impairment**

People with limitations from a leg impairment 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 leg impairments 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****Balancing**

- Aerial Lifts
- Alerting Devices
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Anti-fatigue Matting
- Bath Chairs
- Canes
- Crutches
- Ergonomic and Pneumatic Tools
- Evacuation Devices
- Fall Protection
- Grab Bars
- Grab Bars - Toilet Hinged Arm Support
- Leg Extenders for Walkers
- Padded Edging
- Personal Safety and Fall Alert Devices

- Personal Transportation and Mobility Products
- Protective Eyewear
- Rollators and Rolling Walkers
- Rolling Safety Ladders
- Scooters
- Stair Assists
- Stair Lifts
- Swing Away Grab Bars
- Toileting Aids
- Walkers
- Walkers for Tall Individuals
- Walkers with Seats

#### Bending

- Accessible Baby Changing Stations
- Adjustable Drafting Tables
- Adjustable Exam Tables
- Adjustable Massage Tables
- Animal Lift Tables
- Automatic Snow Chains
- Battery Powered Lift Tables
- Compact Material Handling
- Convex Mirrors
- Ergonomic and Pneumatic Tools
- Examination and Procedures Chair
- Long-Handled Mirrors
- Low Task Chair
- Manhole Cover Lifts
- Pickups, Semis, and Heavy Equipment
- Stools for Cutting Hair
- Telescoping Cameras
- Walk-up Changing Tables

## Climbing

- Aerial Lifts
- Boat Access
- Coach Steps
- Compact Ladders
- Elevators
- Evacuation Devices
- Extended Tractor Steps
- Folding Steps
- Ladders (General)
- Large-Rated Ladders
- Large-Rated Small Step Ladders
- Large-Rated Wheelchair Lifts
- Lightweight Ladders
- Pool Lifts
- Rolling Safety Ladders
- Stair Assists
- Stair Lifts

## Kneeling

- Accessories for Scooters
- All-Terrain Scooters
- Animal Lift Tables
- Elbow and Knee Protection
- Examination and Procedures Chair
- Head Support for Wheelchairs
- Low Positioned Stools
- Low Task Chair
- Mechanic's Seats and Creepers
- Reachers
- Vacuum Pickup Tools
- Walk-up Changing Tables

- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts
- Wheelchairs

## Lifting

- Items
  - Aerial Lifts
  - Ball Transfer Tables
  - Battery Powered Lift Tables
  - Carts
  - Compact Material Handling
  - Compact Mobile Cranes
  - Drum Handling
  - Drywall and Wallboard Lifts
  - Engine Lifts and Lift Plates
  - Height Adjustable Table Legs
  - Lift Gates
  - Lift Tables
  - Low Task Chair
  - Manhole Cover Lifts
  - Rolling Safety Ladders
  - Stairclimbing Handtrucks
  - Tool Balancers
  - Truck Mounted Cranes
  - Vacuum Lifts
  - Vehicle Lifts and Manipulators
  - Winches and Chain Hoists
  - Work Platforms
- Other
  - Ergonomic Assessments
  - Ergonomic Equipment

- Job Restructuring
  - Periodic Rest Breaks
- People
  - Accessible Baby Changing Stations
  - Adjustable Exam Tables
  - Adult Changing Tables
  - Animal Lift Tables
  - Bath Chairs
  - Evacuation Devices
  - Independent Living Aids
  - Large-Rated Wheelchair Lifts
  - Lifters and Carriers for Mobility Aids
  - Lifting Aids
  - Patient Lifts (General)
  - Pool Lifts
  - Power Lift IV Stands
  - Powered Bath Lifts
  - Proper Lifting Techniques
  - Toileting Aids
  - Transfer Aids
  - Transfer Sheets
  - Walk-up Changing Tables
  - Wheelchair Lifts

## Pain

- Accessories for Scooters
- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- Aide/Assistant/Attendant
- All-Terrain Scooters
- Alternative Input Devices
- Alternative Keyboards

- Alternative Mice
- Anti-fatigue Matting
- Anti-vibration Gloves
- Anti-vibration Seats
- Anti-vibration Tool Wraps
- Automated Filing Systems
- Automatic Door Openers
- Cake Decorating and Baking Equipment
- Carts
- Chairs with Head Support
- Compact Material Handling
- Electronic Organizers
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Ergonomic and Adjustable Office Chairs
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment
- Examination and Procedures Chair
- Fans
- Flexible Schedule
- Forearm Support
- Gooseneck and Other Telephone Holders
- Hair Scissors
- Head Support for Wheelchairs
- Headsets
- Light Switch Extension Handles
- Low Task Chair
- Mechanic's Seats and Creepers
- Modified Break Schedule
- Pickups, Semis, and Heavy Equipment

- Pipettes
- Professional Organizers
- Scooters
- Scribe/Notetaker
- Service Animal
- Speech Recognition Software
- Spring-Loaded Carts
- Stand-lean Stools
- Stools for Cutting Hair
- Strobe Lights
- Supine Workstations
- Talking Bar Code Scanner/Reader
- Talking Money Identifier
- Telescoping Cameras
- Telework, Work from Home, Working Remotely
- Van Conversion
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts
- Wheelchairs
- Worksite Redesign / Modified Workspace
- Workstation Space Heaters
- Writing Aids

## Sitting

- Adjustable Drafting Tables
- Adjustable Pedicure Chairs
- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- Chairs and Stools for Medical Services
- Clean Room Stools

- Ergonomic and Adjustable Office Chairs
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment
- Forward Leaning Chairs
- Handheld Computers (General)
- Headsets
- Large-Rated Chairs
- Low Task Chair
- Lumbar Cushions
- Periodic Rest Breaks
- Proper Sitting / Standing Techniques
- Stand-lean Stools
- Stools for Cutting Hair
- Supine Workstations
- Treadmill / Pedal Workstations
- Van Conversion

#### Squatting

- Accessories for Scooters
- All-Terrain Scooters
- Animal Lift Tables
- Examination and Procedures Chair
- Head Support for Wheelchairs
- Low Positioned Stools
- Low Task Chair
- Mechanic's Seats and Creepers
- Reachers
- Telescoping Cameras
- Vacuum Pickup Tools
- Walk-up Changing Tables
- Wheelchair Accessible Scales

- Wheelchair Carts/Trailers
- Wheelchairs

## Standing

- Accessories for Scooters
- Adjustable Drafting Tables
- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- All-Terrain Scooters
- Anti-fatigue Matting
- Assist Lift Cushions
- Elevating Lift and Office Chairs
- Ergonomic and Pneumatic Tools
- Examination and Procedures Chair
- Flexible Schedule
- Grab Bars
- Handheld Computers (General)
- Head Support for Wheelchairs
- Low Task Chair
- Periodic Rest Breaks
- Proper Sitting / Standing Techniques
- Scooters
- Stair Assists
- Stand Aids
- Stand-lean Stools
- Stand-up Wheelchairs
- Stools for Cutting Hair
- Van Conversion
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts

- Wheelchairs

## Walking

- Accessories for Scooters
- Aide/Assistant/Attendant
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Anti-fatigue Matting
- Boat Access
- Ergonomic and Pneumatic Tools
- Examination and Procedures Chair
- Foldable / Transport Wheelchairs
- Head Support for Wheelchairs
- Large-Rated Scooters
- Large-Rated Wheelchairs
- Low Task Chair
- Personal Transportation and Mobility Products
- Reclining Wheelchairs
- Rollators and Rolling Walkers
- Scooters
- Scooters for Small Stature
- Stair Assists
- Stools for Cutting Hair
- Telework, Work from Home, Working Remotely
- Van Conversion
- Walkers
- Walkers for Tall Individuals
- Walkers with Seats
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts

- Wheelchairs
- Wheelchairs for Small Stature
- Worksite Redesign / Modified Workspace

## **Work-Related Functions**

### **Commute**

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

### **Parking**

- Accessible Parking Space
- Flexible Schedule
- Telework, Work from Home, Working Remotely
- Wheelchairs

### **Policies**

- Additional Training Time / Training Refreshers
- Aide/Assistant/Attendant
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Marginal Functions
- Modified Break Schedule
- Periodic Rest Breaks
- Physical/Social Distancing Signage
- Policy Modification
- Reassignment
- Service Animal
- Sleep Alerting Devices
- Strobe Lights

- Supervisory Methods
- Support Animal
- Telework, Work from Home, Working Remotely
- Touchless Faucets

## Work Station Access

- 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
  - Assist Lift Cushions
  - Chair Mats
  - Chairs for Little People
  - Chairs for People who are Tall
  - Elevating Lift and Office Chairs
  - Ergonomic and Adjustable Office Chairs
  - Large-Rated Chairs
  - Stand-lean Stools
  - Supine Workstations
  - Work Platforms
  - Zero Gravity (reclining) Chairs
- Other Solutions
  - Accessories for Scooters
  - All-Terrain Scooters
  - Articulating Keyboard Trays
  - Automatic Door Openers
  - Dual Monitors
  - Ergonomic Equipment
  - Examination and Procedures Chair
  - Expanded Keyboards
  - Forearm Support

- Forward Leaning Chairs
- Head Support for Wheelchairs
- Low Task Chair
- Monitor Mirrors
- Monitor Risers
- Mousing Surfaces
- Proper Sitting / Standing Techniques
- Stair Assists
- Van Conversion
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts
- Wheelchairs

## 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 college coordinator had reflex sympathetic dystrophy, which made her legs swell.**

The employee had to elevate her legs periodically throughout the day. The employer purchased a specialized reclining office chair with footrest. The employee was able to continue working at full production with the new chair and a laptop.

**A construction worker with a leg impairment couldn't climb ladders due to an injury he received away from work.**

After having a discussion with the employer, together they found an aerial lift that would permit the employee to reach the areas he needed and continue to be successful in his job.

**A customer service agent for an insurance company was pregnant and experiencing significant leg and back pain when sitting for long periods of time.**

She also needed to use the restroom frequently. The employer provided an adjustable workstation to enable the employee to alternate between sitting and standing positions. The employer also allowed her to take more frequent rest breaks by dividing her existing thirty-minutes of break time into several smaller increments of time so she could use the restroom as-needed.

**An emergency room nurse with a leg impairment had walking restrictions.**

She couldn't keep up with the fast paced environment in the emergency room, so her employer reassigned her to an outpatient clinic where she could use a wheelchair the hospital already owned. This enabled the employer to retain a valued skilled employee.

**An accountant with a temporary leg impairment couldn't climb the stairs at her office building.**

The employee's office was on the 2nd floor. She was accommodated by moving her workstation to the first floor until her leg healed.

**A customer service representative at a financial institution couldn't sit in a vehicle for any length of time due to a newly acquired leg impairment, preventing her from being able to commute to work.**

The employer called JAN to learn about its responsibilities as an employer for commuting issues. The employer permitted the employee to telework from home as a reasonable accommodation.

**A quality inspector for a manufacturing company was experiencing painful swelling in her legs, ankles, and feet during pregnancy.**

Her job required standing for long periods of time and she needed to be somewhat

mobile. Her medical provider recommended that she take breaks to get off her feet. The employer provided a stand/lean stool to enable her to take pressure off her feet, as-needed, added anti-fatigue matting to her work area, and permitted the employee to rest with her feet up during breaks.

**A production assembly line worker had symptoms of frequent urination and diabetic neuropathy in his legs.**

The employee could not leave his work area except during scheduled breaks. Accommodation included the use anti-fatigue mat, sit/stand/lean stool, and an in-house paging system to notify the supervisor that a replacement is needed while the employee takes a restroom break.

**A kindergarten teacher with a leg impairment couldn't bend down to the student's desks.**

The job required her to have close contact so she could check student's work. The employer provided the teacher with a low task chair which enabled the teacher to get down to desk level.

## **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.

## 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](mailto:jan@askjan.org)  
<https://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](mailto:odep@dol.gov)  
<https://www.dol.gov/agencies/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](mailto: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 Occupational Therapy Association**

6116 Executive Boulevard, Suite 200

North Bethesda, MD 20852-4929

Direct: (301) 652-6611

[members@aota.org](mailto: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 Orthopaedic Foot & Ankle Society**

9400 West Higgins Road

Suite 220

Rosemont, IL 60018-4975

Toll Free: (800) 235-4855

[aofasinfo@aofas.org](mailto:aofasinfo@aofas.org)

<https://www.aofas.org>

American Orthopaedic Foot & Ankle Society's FootCareMD is your source for reliable information on foot and ankle conditions and treatments. All content was developed and peer reviewed by orthopaedic surgeons specializing in foot and ankle surgery. FootCareMD is overseen by the AOFAS Public Education Committee and maintained by AOFAS staff.

### **American Physical Therapy Association**

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

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

**Arthritis Foundation**

1330 W. Peachtree Street

Suite 100

Atlanta, GA 30309

Direct: (404) 872-7100

<http://www.arthritis.org>

The Arthritis Foundation is committed to raising awareness and reducing the unacceptable impact of arthritis, a disease which must be taken as seriously as other chronic diseases because of its devastating consequences. The Arthritis Foundation is leading the way to conquer the nation's leading cause of disability through increased education, outreach, research, advocacy and other vital programs and services.

**Institute for Chronic Pain**

PO Box 193

Stillwater, MN 55082

<http://www.instituteforchronicpain.org/>

The Institute for Chronic Pain is an educational and public policy think tank whose mission is to change the culture of how chronic pain is treated. We engage in research, development, and promotion of scientifically accurate information related to the field of chronic pain management. We do so by bringing together thought leaders from around the world to provide academic-quality information that is approachable to all stakeholders in the field, particularly, patients, their families, and society, more generally. The staff and fellows of the Institute are specialists in chronic pain management as well as healthcare policy and management.

**MedlinePlus**

8600 Rockville Pike

Bethesda, MD 20894

[custserv@nlm.nih.gov](mailto: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 Center for Biotechnology Information**

8600 Rockville Pike

Bethesda, MD 20894

[pubmedcentral@ncbi.nlm.nih.gov](mailto:pubmedcentral@ncbi.nlm.nih.gov)

<https://www.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 Arthritis and Musculoskeletal and Skin Diseases**

1 AMS Circle

Bethesda, MD 20892-3675

Toll Free: (877) 226-4267

Direct: (301) 495-4484

Fax: (301) 718-6366

[NIAMSinfo@mail.nih.gov](mailto:NIAMSinfo@mail.nih.gov)

<http://www.niams.nih.gov>

The mission of the National Institute of Arthritis and Musculoskeletal and Skin Diseases is to support research into the causes, treatment, and prevention of arthritis and musculoskeletal and skin diseases, the training of basic and clinical scientists to carry out this research, and the dissemination of information on research progress in these diseases.

### **Professional Association of Athlete Development Specialists**

<http://www.paads.org/>

PAADs mission: We are an association of professional who help athletes maximize their potential and overall well-being. Through inter-sport collaboration, we establish standards to advance the athlete development profession.

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