

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with a Leg Impairment

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ODEP

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Employment Policy

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Preface

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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 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 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 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. 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

Balancing

- Aerial Lifts
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Anti-fatigue Matting
- Bath Chairs
- Canes
- Crutches
- 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 Exam Tables
- Adjustable Massage Tables
- Animal Lift Tables
- Automatic Snow Chains
- Battery Powered Lift Tables
- Compact Material Handling

Climbing

- Aerial Lifts
- 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
- Rolling Safety Ladders
- Stair Assists
- Stair Lifts

Kneeling

- Animal Lift Tables
- Low Positioned Stools
- Low Task Chair
- Reachers
- Walk-up Changing Tables

Lifting

- Accessible Baby Changing Stations
- Adjustable Exam Tables
- Adult Changing Tables
- Aerial Lifts
- Animal Lift Tables
- Ball Transfer Tables
- Bath Chairs
- Battery Powered Lift Tables
- Carts
- Compact Material Handling
- Compact Mobile Cranes
- Drum Handling
- Drywall and Wallboard Lifts
- Engine Lifts and Lift Plates
- Ergonomic Assessments
- Ergonomic Equipment
- Evacuation Devices

- Height Adjustable Table Legs
- Independent Living Aids
- Job Restructuring
- Large-Rated Wheelchair Lifts
- Lift Gates
- Lift Tables
- Lifters and Carriers for Mobility Aids
- Lifting Aids
- Low Task Chair
- Manhole Cover Lifts
- Patient Lifts (General)
- Periodic Rest Breaks
- Pool Lifts
- Power Lift IV Stands
- Powered Bath Lifts
- Proper Lifting Techniques
- Rolling Safety Ladders
- Stairclimbing Handtrucks
- Toileting Aids
- Tool Balancers
- Transfer Aids
- Transfer Sheets
- Truck Mounted Cranes
- Vacuum Lifts
- Vehicle Lifts and Manipulators
- Walk-up Changing Tables
- Wheelchair Lifts
- Winches and Chain Hoists
- Work Platforms

Squatting

- Animal Lift Tables

- Low Positioned Stools
- Low Task Chair
- Reachers
- Walk-up Changing Tables

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

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

Commute

- Flexible Schedule
- Ridesharing/Carpooling
- 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:

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 <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.

American Orthopaedic Foot & Ankle Society

9400 West Higgins Road
Suite 220
Rosemont, IL 60018-4975
Toll Free: (800) 235-4855
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

<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 Arthritis and Musculoskeletal and Skin Diseases

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<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.

OrthoInfo

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Rosemont, IL 60018
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Fax: (847) 823-8125
customerservice@aaos.org
<http://orthoinfo.aaos.org/main.cfm>

OrthoInfo is a trusted source of information about musculoskeletal conditions and injuries — how they are treated, as well as how they can be prevented. Our articles and videos are developed by orthopaedic surgeons who are members of the American Academy of Orthopaedic Surgeons. All of the content on our website is peer-reviewed by physician members of the *OrthoInfo* Editorial Board who are experts in their fields. This peer-review process ensures the accuracy and completeness of our content.

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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