

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Limitations from a Stroke

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



ODEP

Office of Disability
Employment Policy

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 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.

Updated 09/12/2022.

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 Stroke

Many individuals who have had strokes recover without limitations. Some individuals have temporary limitations while others have more long-term issues. Strokes can occur at any age, but are more common in people 65 years or older. Individuals who have had strokes can have short or long-term limitations that are cognitive or motor related.

Accommodations for individuals who have had a stroke vary, but for those with vision loss, technologies are available to help them overcome these limitations. These technologies may help with reading printed material, accessing computer information, writing notes and completing forms, accessing a telephone, working with money, reading from an instrument, assembling parts, driving, working with light sensitivity, distinguishing colors, and being mobile.

Hemiparesis, which is a weakness of one side of the body, is one of many residual effects of having a stroke that limit physical or motor functioning. Depending on the area of the brain where the stroke occurred, either the left or the right side of the body may experience a reduction in muscle strength. The degree to which motor functioning is limited depends on the individual and improvement in physical ability can be seen as a result of therapy and various forms of treatment. Hemiparesis can also limit an individual's ability to perform a job or parts of a job, and those planning or preparing to return to work following a stroke may need to explore accommodation options. An individual experiencing hemiparesis may have difficulty walking, standing, balancing, climbing, grasping, or gripping objects for precision or detailed work tasks, and could experience general muscle fatigue or a lack of coordination. Depending on the type of

job and the essential functions of the position, one or more accommodations may be needed to ensure that a return to work is successful for an individual with hemiparesis.

Strokes can also impact communication in a variety of ways depending on the part of the brain affected. Three typical speech and language impairments arising from stroke include dysarthria and apraxia, which impact one's control over the movements of the muscles used in speaking; and aphasia, which causes difficulty understanding and using language. Some individuals who are recovering from stroke may have undergone evaluations to determine whether they would be helped by assistive technology such as augmentative and alternative communication (AAC) devices. This may be more likely for individuals with severe apraxia of speech that is not responding well to other treatments. They may also have learned or be in the process of learning compensatory techniques such as using a slower rate of speech or using other communication methods like typing, writing, drawing, or gesturing to support and enhance communication.

A stroke is a life-changing event that can affect an individual's emotional well-being as much as his/her physical function. Many of us know and understand the physical (weakness, paralysis), cognitive (memory, processing), and communication (speech, language) challenges stroke survivors face, but we may not be aware of the challenges faced when mood disorders occur as result of a stroke. Although stroke effects are unpredictable, mood disorders such as depression, anxiety, and pseudo-bulbar affect (PBA) are common.

In general, accommodations could include the purchasing of equipment or assistive technology for an individual who uses a computer or performs detail-oriented assembly work. If an individual uses a mobility aid such as a scooter or wheelchair, worksite and/or workstation modifications may need to be made. A restructuring of a job, either to perform essential functions in a different way or reallocate marginal functions, flexibility in breaks, and leave to seek treatment may be potential accommodations to explore. Reassignment to a vacant position may be necessary if accommodations cannot be made in the current job or if an accommodation would pose an undue hardship.

JAN's [Accommodation Solutions: Executive Functioning Deficits](#) is a publication detailing accommodations for individuals with limitations related to executive functioning. These ideas may be helpful in determining accommodations.

Stroke 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 Stroke

People with stroke-related limitations 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

Attentiveness/Concentration

- Products
 - Alternative Lighting
 - Applications (apps)

- Apps for Concentration
- Cubicle Doors, Shields, and Shades
- Desk Organizers
- Desk Pedal Exercisers
- Electronic Organizers
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Fidget Devices
- Focus Enhancement
- Full Spectrum or Natural Lighting Products
- Noise Canceling Earbuds
- Noise Canceling Headsets
- Noise Abatement
- Simulated Skylights and Windows
- Sound Absorption and Sound Proof Panels
- Sun Boxes and Lights
- Sun Simulating Desk Lamps
- Timers and Watches
- Calendars and Planners
- Services
 - Job Coaches
- Strategies
 - Behavior Modification Techniques
 - Color Coded System
 - Flexible Schedule
 - Job Restructuring
 - Marginal Functions
 - Modified Break Schedule
 - Task Flow Chart
 - Task Separation
 - Telework, Work from Home, Working Remotely

- Uninterrupted "Off" Work Time
- Verbal Cues
- Worksite Redesign / Modified Workspace
- Written Instructions

Balancing

- Living Independently
 - Bath Chairs
 - Canes
 - Crutches
 - Grab Bars
 - Grab Bars - Toilet Hinged Arm Support
 - Personal Safety and Fall Alert Devices
 - Rollators and Rolling Walkers
 - Scooters
 - Stair Assists
 - Stair Lifts
 - Swing Away Grab Bars
 - Toileting Aids
 - Walkers for Tall Individuals
 - Walkers with Seats
 - Walkers
- Moving Around
 - All-Terrain Scooters
 - All-Terrain Wheelchairs
 - Canes
 - Crutches
 - Leg Extenders for Walkers
 - Personal Transportation and Mobility Products
 - Rollators and Rolling Walkers
 - Rolling Safety Ladders
 - Scooters

- Stair Assists
- Stair Lifts
- Walkers
- Walkers for Tall Individuals
- Walkers with Seats
- Working at Heights
 - Aerial Lifts
 - Fall Protection
 - Rolling Safety Ladders
- Working Safely
 - Anti-fatigue Matting
 - Evacuation Devices
 - Fall Protection
 - Padded Edging
 - Personal Safety and Fall Alert Devices
 - Protective Eyewear

Control of Anger/Emotions

- Products
 - Apps for Miscellaneous Mental Health / Control of Anger & Emotions
 - Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
 - Simulated Skylights and Windows
 - Sun Boxes and Lights
- Services
 - Counseling/Therapy
 - Disability Awareness/Etiquette Training
 - Employee Assistance Program
 - Job Coaches
- Strategies
 - Behavior Modification Techniques

- Communicate Another Way
- Complying with Behavior and Conduct Rules
- Flexible Schedule
- Job Restructuring
- Modified Break Schedule
- Positive Feedback
- Reassignment
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely

Decreased Stamina/Fatigue

- Products
 - Aide/Assistant/Attendant
 - Anti-fatigue Matting
 - Elevating Wheelchairs
 - Ergonomic Equipment
 - Scooters
 - Stand-lean Stools
 - Walkers
 - Wearable Anti-fatigue Matting
 - Wheelchairs
- Services
 - Aide/Assistant/Attendant
 - Ergonomic Assessments
- Strategies
 - Flexible Schedule
 - Job Restructuring
 - Periodic Rest Breaks
 - Task Rotation
 - Task Separation

- Telework, Work from Home, Working Remotely
- Worksite Redesign / Modified Workspace

Drooling

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

Executive Functioning Deficits

- Apps for Concentration
- Apps for Memory
- Calendars and Planners
- Checklists
- Color Coded System
- Cubicle Doors, Shields, and Shades
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Extra Time
- Flexible Schedule
- Form Generating Software
- Full Spectrum or Natural Lighting Products
- Job Coaches
- Job Restructuring
- Marginal Functions
- Memory Software
- Modified Break Schedule
- Noise Canceling Earbuds
- Noise Canceling Headsets
- On-site Mentoring
- Recorded Directives, Messages, Materials
- Reminders
- Sound Absorption and Sound Proof Panels

- Speech Recognition Software
- Sun Boxes and Lights
- Sun Simulating Desk Lamps
- Timers and Watches
- Written Instructions

Grasping

- Industrial Setting
 - Anti-vibration Gloves
 - Anti-vibration Tool Wraps
 - Compact Material Handling
 - Ergonomic and Pneumatic Tools
 - Mop Buckets
 - Mops and Mop Handles
 - Motorized Carts
 - Multi-Purpose Carts
 - Tool Balancers
- Office Setting
 - Auto-dialers
 - Automated Filing Systems
 - Book Holders
 - Dental and Surgical Instruments
 - Electric Scissors
 - Ergonomic Scissors
 - File Carousels
 - Filing Trays
 - Grip Aids
 - Hands-free Telephones
 - Headsets
 - Left Hand-Dominant Keyboards
 - Money Handling Products
 - One-Handed Keyboards

- Page Turners
- Reachers
- Scribe/Notetaker
- Shoulder Rests for Telephone Handsets
- Writing Aids
- Other
 - Aide/Assistant/Attendant
 - Door Knob Grips and Handles
 - Ergonomic Knives
 - Steering Grips

Handling/Fingering

- Industry Work
 - Anti-vibration Gloves
 - Anti-vibration Tool Wraps
 - Compact Material Handling
 - Ergonomic and Pneumatic Tools
 - Extra Grip Gloves
 - Grip Aids
 - Money Handling Products
 - Vacuum Pickup Tools
- Office Work
 - Alternative Input Devices
 - Alternative Keyboards
 - Alternative Mice
 - Articulating Keyboard Trays
 - Book Holders
 - Ergonomic Equipment
 - Expanded Keyboards
 - Forearm Supports
 - Keyguards
 - Miniature Keyboards

- On-Screen Keyboards
- One-Handed Keyboards
- Page Turners
- Speech Recognition Software
- Typing / Keyboarding Aids
- Writing Aids
- Other/Services
 - Aide/Assistant/Attendant
 - Periodic Rest Breaks
 - Scribe/Notetaker

Lifting

- Agriculture/Farm
 - Animal Lift Tables
 - Carts
 - Compact Material Handling
- Industrial
 - Aerial Lifts
 - Ball Transfer Tables
 - Battery Powered Lift Tables
 - Drum Handling
 - Engine Lifts and Lift Plates
 - Lift Gates
 - Lift Tables
 - Rolling Safety Ladders
 - Stairclimbing Handtrucks
 - Truck Mounted Cranes
 - Vacuum Lifts
 - Vehicle Lifts and Manipulators
 - Winches and Chain Hoists
 - Work Platforms
- Office or Retail Goods

- Carts
- Compact Material Handling
- Ergonomic Assessments
- Ergonomic Equipment
- Height Adjustable Table Legs
- Low Task Chair
- Stairclimbing Handtrucks
- Other
 - Drywall and Wallboard Lifts
 - Ergonomic Equipment
 - Independent Living Aids
 - Job Restructuring
 - Lifters and Carriers for Mobility Aids
 - Lifting Aids
 - Manhole Cover Lifts
 - Periodic Rest Breaks
 - Power Lift IV Stands
 - Proper Lifting Techniques
- People
 - Accessible Baby Changing Stations
 - Adjustable Exam Tables
 - Adult Changing Tables
 - Bath Chairs
 - Evacuation Devices
 - Large-Rated Wheelchair Lifts
 - Patient Lifts (General)

Memory Loss

- Products
 - Apps for Memory
 - Break Reminder Software
 - Electronic Organizers

- Form Generating Software
- Labels/Bulletin Board
- Medication Reminders
- Memory Software
- Notepad or White Board
- On-Screen "Ruler" / Strip
- Timers and Watches
- Calendars and Planners
- Strategies
 - Additional Training Time / Training Refreshers
 - Checklists
 - Color Coded System
 - Color-coded Manuals, Outlines, and Maps
 - Extra Time
 - Recorded Directives, Messages, Materials
 - Reminders
 - Supervisory Methods
 - Support Person
 - Task Flow Chart
 - Task Separation
 - Verbal Cues
 - Voice Recorders
 - Written Instructions
 - Written Forms and Prompts

Mental Confusion

- Products
 - PDAs, Notetakers, and Laptops
- Services
 - Employee Assistance Program
 - Job Coaches
- Strategies

- Marginal Functions
- On-site Mentoring
- Reminders
- Supervisory Methods
- Training Modifications
- Written Instructions

Organizing/Planning/Prioritizing

- Products
 - Apps for Organization/ Time Management
 - Desk Organizers
 - Electronic Organizers
 - Ergonomic Equipment
 - Labels/Bulletin Board
 - Note Collection Software and Technology
 - Notepad or White Board
 - Organization Software
 - Timers and Watches
 - Calendars and Planners
 - Workflow Management Software
- Services
 - Job Coaches
 - Professional Organizers
- Strategies
 - Additional Training Time / Training Refreshers
 - Checklists
 - Color Coded System
 - Color-coded Manuals, Outlines, and Maps
 - Job Restructuring
 - Marginal Functions
 - On-site Mentoring
 - Organization/Prioritization Skills

- Recorded Directives, Messages, Materials
- Reminders
- Supervisory Methods
- Task Flow Chart
- Task Identification
- Task Separation
- Written Instructions

Pain

- Industrial
 - Adjustable Workstations for Industrial Settings
 - Anti-fatigue Matting
 - Anti-vibration Gloves
 - Anti-vibration Seats
 - Anti-vibration Tool Wraps
 - Carts
 - Compact Material Handling
 - Wearable Anti-fatigue Matting
- Office
 - Adjustable Workstations for Office Settings
 - Alternative Keyboards
 - Alternative Mice
 - Chairs with Head Support
 - Ergonomic and Adjustable Office Chairs
 - Ergonomic Assessments
 - Ergonomic Equipment
 - Forearm Supports
 - Gooseneck and Other Telephone Holders
 - Scribe/Notetaker
 - Speech Recognition Software
 - Supine Workstations
 - Writing Aids

- Other
 - Aide/Assistant/Attendant
 - Automatic Door Openers
 - Flexible Schedule
 - Modified Break Schedule
 - Scooters
 - Service Animal
 - Stand-lean Stools
 - Telework, Work from Home, Working Remotely
 - Worksite Redesign / Modified Workspace
 - Workstation Space Heaters

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
- 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

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

Unintelligible Speech

- Augmentative and Alternative Communication (AAC) Device
- Communicate Another Way
- Job Restructuring
- Speech Generating Communication Devices with Telephone Access

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
- Walkers

Parking

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

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

Situations and Solutions:

A court employee was having difficulty with emotions after returning to work following an acquired brain injury due to a stroke.

She was diagnosed with pseudo-bulbar affect (PBA) that caused outbursts of uncontrollable laughter at seemingly inappropriate times. The employee asked that her co-workers be educated on PBA so they would better understand what could be viewed as inappropriate behavior. The employee agreed to talk to her neurologist about the training. She was also accommodated with extra breaks to help manage her stress, a temporary lightening of her workload, and a flexible schedule to allow her time for counseling and doctor appointments.

A customer service representative for a financial institution had long-term blurry vision from a stroke and could no longer read his computer screen.

The employer provided screen reading software for his computer so that information present on the screen and information inputted into the system would be read back to him.

A teacher had been released to return to work following a stroke resulting in hemiparesis of her dominant left side.

The individual had undergone treatment and rehabilitation, but had trouble balancing, standing, walking, and grasping small items, such as a pen. Accommodations provided included a stand/lean stool, a height-adjustable laptop tray with a laptop connected to the classroom smart board, low-tech grip aids for writing, and grab bars placed along the walls of the class and in the hallways for assistance with balancing.

An assistant manager for a nonprofit had complete loss of vision in one eye and low vision in the other due to a stroke.

The individual was having problems reading printed paper copies and emails. A portable magnifier, stand magnifier, and a closed-circuit television (CCTV) were used to magnify materials.

An automobile parts assembler had hoped to regain strength in his dominant right side following a stroke resulting in hemiparesis.

He had exhausted FMLA leave and decided to request reassignment. He was placed in a vacant stock clerk position that was less physically demanding. He was also provided a scooter to access the facility and a tablet device was mounted to the handlebars, which allowed him to access purchasing and receiving documents with one hand.

A medical receptionist was returning to work following a stroke resulting in hemiparesis of her non-dominant left side.

She had difficulty holding the phone while taking notes and typing information into a computer. Her employer provided a wireless headset and a one-handed keyboard as accommodations.

An employee returning to work after a stroke was dealing with depression.

As a result, the employee's performance was impaired and the previous supervisory

method was no longer effective. The supervisor agreed to meet with the employee weekly to discuss performance and conduct issues that were becoming problematic, as well as put accommodations into place. Among the accommodations: a flexible schedule for health care appointments, a diagram to help with the flow of duties, templates to assist in report writing, and a move to an area with more natural lighting.

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
<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
<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 Congress of Rehabilitation Medicine (ACRM)

11654 Plaza America Drive, Suite 535
Reston, VA 20190-4700
Toll Free: (833) 428-0820
info@ACRM.org
<https://acrm.org/>

ACRM is improving lives through interdisciplinary rehabilitation research

- We are an association created to IMPROVE LIVES of individuals with disability
- ACRM has a 95+ year history
- We work with hospitals, universities, professional and advocacy organizations, and rehabilitation professionals GLOBALLY
- We are the *fastest-growing* professional association in physical medicine and rehabilitation
- We have 3,000+ members from more than 65 countries
- We have 20+ special-interest and networking groups and steadily growing
- We are interprofessional
- We promote evidence-based practice and practice-based research
- We are inclusive
- We embrace diverse opinions and thoughts in order to get the science into practice FASTER

American Heart Association

7272 Greenville Avenue

Dallas, TX 75231

Toll Free: (800) 242-8721

Review.personal.info@heart.org

<http://www.heart.org/HEARTORG/>

The American Heart Association is dedicated to providing education and information on fighting heart disease and stroke. Our mission is to build healthier lives, free of cardiovascular diseases and stroke. That single purpose drives all we do.

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

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

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

American Stroke Association

7272 Greenville Avenue

Dallas, TX 75231

Toll Free: (888) 478-7653

<http://www.strokeassociation.org>

The American Stroke Association mission is to build healthier lives, free of cardiovascular disease and stroke.

BrainandSpinalCord.org

Toll Free: (877) 357-8423

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

Our mission is to be the most reliable, timely and complete resource on the internet for brain injury and spinal cord injury survivors. Our hope is that this site will become relied upon as a trustworthy resource for the community and for those who are searching for information.

Centers for Disease Control and Prevention

1600 Clifton Rd
Atlanta, GA 30333
Toll Free: (800) 232-4636
<https://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.

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.

Heart and Stroke Foundation of Canada

K1P 5V9

Ottawa

Direct: (613) 569-4361

Fax: (613) 569-3278

<http://www.heartandstroke.com/site/c.ikIQLcMWJtE/b.2796497/k.BF8B/Home.htm>

The mission of the Heart and Stroke Foundation of Canada is to further the study, prevention, and reduction of disability and death from heart disease and stroke through research, education, and the promotion of healthy lifestyles.

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://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 Blood Clot Alliance

110 North Washington Street
Suite 328
Rockville, MD 20850
Toll Free: (877) 466-2568
Direct: (301) 825-9587
info@stoptheclot.org
<https://www.stoptheclot.org/>

The National Blood Clot Alliance (NBCA) is a 501(c)(3), non-profit, voluntary health organization dedicated to advancing the prevention, early diagnosis and successful treatment of life-threatening blood clots such as deep vein thrombosis, pulmonary embolism, and clot-provoked stroke.

NBCA works on behalf of people who may be susceptible to blood clots, including, but not limited to, people with clotting disorders, atrial fibrillation, cancer, traumatic injury, and risks related to surgery, lengthy immobility, child birth and birth control.

NBCA accomplishes its mission through programs that build public awareness, educate patients and healthcare professionals, and promote supportive public and private sector policy.

National Center for Biotechnology Information

8600 Rockville Pike
Bethesda, MD 20894
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 Heart, Lung, and Blood Institute

P.O. Box 30105
Attention: Website
Bethesda, MD 20824-0105
Direct: (301) 592-8573
Fax: (240) 629-3246
nhlbiinfo@nhlbi.nih.gov
<http://www.nhlbi.nih.gov/>

The National Heart, Lung, and Blood Institute (NHLBI) provides leadership for a national program in diseases of the heart, blood vessels, lung, and blood.

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 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.

National Stroke Association

9707 E. Easter Lane
Suite B
Centennial, CO 80112
Toll Free: (800) 787-6537
info@stroke.org
<http://www.stroke.org/>

Our mission is to reduce the incidence and impact of stroke by developing compelling education and programs focused on prevention, treatment, rehabilitation and support for all impacted by stroke.

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.

Society for Neuroscience

1121 14th Street, NW
Suite 1010
Washington, DC 20005
Direct: (202) 962-4000
<http://www.sfn.org/>

The Society for Neuroscience promotes the exchange of information among researchers.

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.

Vascular Cures

555 Price Avenue
Suite 180
Redwood City, CA 94063
Direct: (650) 368-6022
info@vascularcures.org
<http://vascularcures.org>

Vascular Cures is the only 501(c)3 nonprofit organization representing the millions of patients with Vascular Disease in the U.S. We focus on creating long-term, shared resources to accelerate development of new treatments and improve patient health.

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.