Accommodation and Compliance Series

Sample and Partner Example Accommodation Policies, Processes, Forms, and Training

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

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JAN’S Accommodation and Compliance Series

Sample Equal Employment Opportunity Statement

Sample Accommodation Policies and Processes

JAN Sample Accommodation Policy and Process

Partner Examples of Accommodation Policy and Processes

- Disability Accommodation Policy
- Accommodation Process
- Accommodation Process

Sample Accommodation Flowchart

- PDF
- Text-only version (.doc)

Partner Example Training

- Manager Restrictions and Accommodations Training (.ppt)
- Effective Communications to Reduce Disability Stigma within your Organization (.pptx)

Partner Example Handbook for Non-Visible Disabilities

- Non-Visible Disabilities Guide

Sample Forms

- Accommodation Request Form
- Medical Inquiry Request Form
- Accommodation Approval Form
- Onboarding Form
- Temporary or Trial Accommodation Approval Form
- Monitoring Form
- Denial Form
- Appeals Form
- Plan of Action Form
Onboarding Checklist

- Sample Onboarding Form

Partner Example Forms

- ADA Request Form
- Accommodation Request Form
- Accommodation Assessment Form
- Doctor's Medical Evaluation
- Medical Authorization Form
- Medical Evaluation Form
- Physical Capacities Form
- Return to Work Functional Assessment Form
- Fitness-for-Duty – Return to Work Release
- Mental Health Work Function Assessment

Partner Example Accommodation Tracking

- SF.HR Job Aid
- Accommodation Tracking Spreadsheet Sample
- There are also several vendors who provide tracking software.

Partner Example Guide to Accommodating People with Disabilities

- Accommodating People with Disabilities: A Guide for Employers

Telework Policies

- Disability-Inclusive Telework for States

Other Public Sector Examples of Accommodation Policies and Practices

- West Virginia University
- Dartmouth College
- City of Sacramento
- Department of Veterans Affair's Office of Diversity and Inclusion
- Office of Personnel Management
- State of Minnesota
• U.S. Department of Homeland Security
• U.S. Department of Treasury
• John F. Kennedy Center for the Performing Arts
• 15th Judicial Circuit of Florida

Workplace Accommodation and Inclusion Checklists

Workplace Accommodation Checklist
• Accommodation Checklist

Inclusion Checklists
• Six ways to advance disability inclusion in your organization

Job Descriptions for Accommodations Specialist/Subject Matter Expert/Disability Consultant

• Sample 1
• Sample 2
• Sample 3

Definitions