

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Disability Inclusion

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## JAN'S Accommodation and Compliance Series

### Introduction

Inclusion is a cornerstone of the diversity, equity, inclusion, and accessibility (DEIA) equation—a formula that results in workplaces that employ creative, innovative, and dedicated employees. Disability-inclusive workplaces welcome people with disabilities and ensure they have an equal opportunity to participate in all aspects of employment. Disability-inclusive workplaces offer a more equitable and accessible work environment where disabled people are recognized, valued, and appreciated for their contributions.

The [Employer Assistance and Resource Network on Disability Inclusion \(EARN\)](#) assists employers with integrating disability into their DEIA plans and initiatives by providing educational resources such as factsheets, checklists, policy briefs, guides, and [webinars](#). The following resources are a great place to start:

To learn about the many benefits of recruiting, hiring, retaining, and advancing people with disabilities:

- [Business Benefits: The Positive Impacts of Disability Inclusion](#)

To explore strategies for creating disability-inclusive workplace cultures and meeting DEIA goals:

- [Inclusion@Work: A Framework for Building a Disability-Inclusive Organization](#)

To learn about effective strategies for communicating a commitment to disability inclusion as part of an overall strategy to meet DEIA goals:

- [Expressing a Commitment to Disability Inclusion](#)

To learn how factors like race, gender, sexual orientation, economic status, education level, and disability status can impact an employee's point of view and workplace experience:

- [Intersectionality in the Workplace](#)

In addition, job accommodations play a crucial role in creating disability-inclusive workplaces. Employers can demonstrate a commitment to inclusion by creating an environment where employees with disabilities are comfortable disclosing their disabilities and asking for the adjustments and supports needed to do their best work. Many strategies for accommodating employees with disabilities, like [flexible work arrangements](#), can also positively impact everyone in the workplace. [JAN](#) can help employers explore effective [accommodation practices](#) that promote disability inclusion.

## **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.

**An employer was actively trying to hire people with disabilities but had trouble attracting applicants.**

The employer started partnering with the Department of Veterans Affairs and Vocational Rehabilitation and found many qualified disabled applicants.

**The CEO of a company was committed to making the workplace more disability-inclusive, but employees continued to be hesitant to disclose disabilities.**

When the problem was identified as lack of direct supervisor/manager buy-in, the CEO arranged for ongoing training.

**An employer had effective accommodation policies and procedures but decided to go a step further and implement flexible workplace practices for all employees to attract more workers with disabilities.**

**After realizing that a new database was not accessible, an employer committed to only hiring technology companies that understand and apply accessibility.**

**As part of its inclusion efforts, an employer implemented a mentorship program to help identify talent and promote disabled employees.**

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