



**Job Accommodation Network**

Practical Solutions • Workplace Success

## **Accommodation and Compliance Series**

# **Accommodation and Compliance Series: National Disability Employment Awareness Month**

**Job Accommodation Network**  
PO Box 6080  
Morgantown, WV 26506-6080  
(800)526-7234 (V)  
(877)781-9403 (TTY)  
[jan@askjan.org](mailto:jan@askjan.org)  
[AskJAN.org](http://AskJAN.org)



**Funded by a contract with the Office of Disability  
Employment Policy, U.S. Department of Labor**

## **JAN'S Accommodation and Compliance Series**

### **Introduction**

October is [National Disability Employment Awareness Month](#) (NDEAM). NDEAM is an opportune time to raise awareness about disability employment issues and demonstrate a commitment to an inclusive workplace through disability awareness training or informal educational events that can include information about accommodations and the ADA.

The U.S. Department of Labor's [Office of Disability Employment Policy](#) (ODEP) makes it easy to recognize and celebrate NDEAM. Every year, ODEP creates an NDEAM theme and develops free promotional and training materials to support the event. The themes endeavor to advance disability employment and help employers promote inclusive workplaces. ODEP offers a list of ideas on the NDEAM website to facilitate NDEAM activities each day in October.

## **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 contacted JAN looking for posters and videos to support its new disability awareness program.**

A JAN staff member referred the individual to the websites for the Campaign for Disability Employment and National Disability Employment Awareness Month.

**A conference organizer was looking for a speaker on disability awareness.**

JAN was already speaking at the conference, but referred the organizer to its list of vendors for disability awareness/etiquette training.

**A company was looking to improve its relationships with customers with disabilities.**

After contacting JAN, the individual was referred to online courses addressing these issues.

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.