

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Spotlight Series: Disability Awareness

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

Introduction

Disability awareness is the process of educating people about disabilities in order to promote inclusion. In the workplace, disability awareness can help coworkers overcome any preconceived ideas they may have about employees with disabilities. Disability awareness can also help coworkers understand that some employees may be receiving reasonable accommodations to help them perform their jobs. The following resources provide information and resources: [Disability Awareness/Etiquette Training](#)

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.

As a part of its annual personnel training, human resources wanted to include several videos related to hiring people with disabilities.

JAN staff referred the individual to its YouTube Channel and its Workplace Accommodation Toolkit. The individual was also referred to the Office of Disability Employment Policy's website.

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

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

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 wanted to employ more individuals with disabilities.

The new CEO believed that as a federal contractor it was time to target individuals with significant disabilities. To begin its program the company wanted resources to help eliminate any barriers in the hiring process. JAN referred to the company to several training programs and the websites of AskJAN.org and the Office of Disability Employment Policy.

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