

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Transportation

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Introduction

Transportation to and from the workplace is generally the responsibility of the employee, but sometimes employees are unable to drive and need to find alternative transportation. The following resources provide information about transportation for people with disabilities.

Centers for Independent Living (CILs) are often knowledgeable about local transportation for people with all types of disabilities. For a list of state and local CILs, visit [Virtual CIL](#).

Situations and Solutions:

An individual contacted JAN to locate accessible transportation in his area.

The JAN representative referred her to her local Center for Independent Living.

An applicant lets his prospective employer know that he uses public transportation to get around as he cannot drive.

The individual discloses that he has spina bifida. The employer agrees to allow the individual to have flexibility in his schedule if he is hired so that the individual can work around the public transportation schedule.

An employee with anxiety and a driving phobia takes public transportation to work.

After a company restructure, the employee was moved to work in a new location that would necessitate a lengthy commute involving two buses and a train. She disclosed her disability and asked for accommodations. She was accommodated by remaining at her current location, with a change in supervisor to the one who would oversee the employees in that location. Although her current supervisor was going to the new location, her job would remain the same.

A frequent airline passenger had difficulty with her air travel.

She felt that the way she was moved from the airplane to the airport was endangering her safety. JAN referred her to the U.S. Department of Transportation.

A consultant with Parkinson's disease was having difficulty getting to work on time.

He was accommodated with flexible scheduling so he could use public transportation.

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