JAN’S Accommodation and Compliance Series

Introduction

The use of these sample resource documents is not required by law. The provisions in the sample resource documents do not necessarily represent legal obligations, but instead reflect topics that employers and employees may voluntarily choose to address. The sample resource documents do not constitute legal advice by the U.S. Department of Labor and do not reflect the full range of laws that may apply in every situation, including local and state laws that may provide additional protections and requirements. Employers should review local, state, and federal laws to ensure they are in compliance with the law that provides the most protections for employees and should include additional legal requirements as necessary in their own agreements. Parties remain independently responsible for complying with applicable law.

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)
- Telework Accommodation Request Flowchart

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
- 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
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.
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.