

U.S. Department of Health and Human Services

Indian Health Service

SOURCES OF INFORMATION ON REASONABLE ACCOMMODATION

U.S Equal Employment Opportunity Commission

Telephone: 1-800-669-4000 (Voice)
1-800-669-6820 (TTY)

The Equal Employment Opportunity Commission (EEOC) Publication Center has many no-cost documents on the Title I employment provisions of the Americans with Disabilities Act (ADA) of 1990, including both the statute, 42 United States Code (U.S.C.) § 12101, et seq. (1994), and the regulations, 29 Code of Federal Regulations (CFR) Part 1630 (1997). In addition, the EEOC has published a great deal of basic information about reasonable accommodation (RA) and undue hardship. The two main sources of interpretive information are: (1) the Interpretive Guidance accompanying the Title I regulations (also known as the “Appendix” to the regulations), 29 CFR pt. 1630 app. §§ 1630.2(o), (p), 1630.9 (1997), and (2) A Technical Assistance Manual on the Employment Provisions (Title I) of the Americans with Disabilities Act III, 8 FEP Manual (BNA) 405:6981, 6988-7018 (1992). The Manual includes a 200-page Resource Directory, including Federal and State agencies and disability organizations that can provide assistance in identifying and locating RAs.

The EEOC also has discussed issues involving RA in the following guidance and documents: (1) Enforcement Guidance: Pre-employment Disability-Related Questions and Medical Examinations at 5, 6-8, 20, 21-22, 8 FEP Manual (BNA) 405:7191, 7192-94, 7201 (1995); (2) Enforcement Guidance: Workers’ Compensation and the ADA at 15-20, 8 FEP Manual (BNA) 405:7391, 7398-7401 (1996); (3) Enforcement Guidance: The Americans with Disabilities Act and Psychiatric Disabilities at 19-28, 8 FEP Manual (BNA) 405:7461, 7470-76 (1997); (4) Fact Sheet on the Family and Medical Leave Act, the Americans with Disabilities Act, and Title VII of the Civil Rights Act of 1964 at 6-9, 8 FEP Manual (BNA) 405:7371, 7374-76 (1996); and (5) Enforcement Guidance: Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act at 20, 22, 23, 24-5, 8 FEP Manual (BNA) 405:7701, 7711, 7712-14, 7715-16 (2000).

All of the above-listed documents with the exception of the ADA Technical Assistance Manual and Resource Directory, are also available through the Internet at <http://www.eeoc.gov>.

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Job Accommodation Network (JAN)

1-800-232-9675 (Voice)

1-877-781-9403 (TTY)

<https://askjan.org>

A service of the Department of Labor's Office of Disability Employment Policy, the JAN can provide information, free-of-charge, about many types of RA.

Registry of Interpreters for the Deaf

(703) 838-0030 (Voice)

(703) 838-0459 (TTY)

www.rid.org

The registry offers information on locating and using interpreters and transliteration services.

Rehabilitation Engineering and Assistive Technology Society of North America (RESNA) Technical Assistance (TA) Project

1560 Wilson Blvd., Suite 850

Arlington, VA 22209

(703) 524-6686 (Voice)

(703) 524-6639 (TTY)

<http://www.resna.org>

The RESNA can refer individuals to projects in all 50 States and the six territories offering TA on technology-related services for individuals with disabilities. Services may include:

1. Information and referral centers to help determine what devices may assist a person with a disability (including access to large data bases containing information on thousands of commercially available assistive technology products);
2. Centers where individuals can try out devices and equipment;
3. Assistance in obtaining funding for and repairing devices; and
4. Equipment exchange and recycling programs.

United States Department of Agriculture (USDA) TARGET Center

1400 Independence Ave.

Room 1006-S

Washington, DC 20250-9876

<https://www.targetcenter.dm.usda.gov/>

(202) 720-2600 (Voice/TTY)

(202) 720-2681 (FAX)

The USDA TARGET Center has a wide variety of assistive devices available for Federal employees to examine and test.

Rehabilitation Services Agencies

Rehabilitation Services Agencies are State agencies that provide support for the employment, economic self-sufficiency, and independence of individuals with disabilities. Local phone books should list them under State services. Sometimes they are listed by Vocational Rehabilitation Offices.

National Captioning Institute

www.ncicap.org

NCI Virginia Office

3725 Concorde Pkwy, Ste. 100

Chantilly, VA 20151

(703) 917-7600 (Voice/TTY)

(703) 917-9853 (FAX)

NCI California Office

303 North Glenoaks Blvd, Ste. 200

Burbank, CA 91502

(818) 238-0068 (Voice/TTY)

(818) 450-2481 (FAX)

Federal law requires that all videos include captions, preferably open captions. The National Captioning Institute can add captions to videos.