

Appendix D: Selected Reasonable Accommodation Resources



We cultivate a culture of inclusion where diverse talent is leveraged to advance health discovery.

National Institutes of Health
2 Center Drive
Building 2, 3rd Floor
Bethesda, MD 20892
Phone: 301-496-6301
Fax: 301-480-1818

U. S. Equal Employment Opportunity Commission 1-800-669-3362 (Voice) 1-800-800-3302 (TTY)

EEOC has published many ADA and Rehabilitation Act-related documents that may assist both individuals requesting accommodations as well as those involved in the decision-making process. Most of these documents are available at <http://www.eeoc.gov>.

Job Accommodation Network (JAN) 1-800-232-9675 (Voice/TTY) <http://janweb.icdi.wvu.edu>

A service of the Office of Disability Employment Policy, JAN can provide information, free-of-charge, about many types of reasonable accommodations and provide referrals to other organizations that may have particular information about accommodations for persons with different disabilities.

ADA Disability and Business Technical Assistance Centers (DBTACs) 1-800-949-4232 (Voice/TTY)

The DBTACs consist of 10 federally funded regional centers that provide information, training, and technical assistance on the ADA. Each center works with local business, disability, governmental, rehabilitation, and other professional networks to provide current ADA information and assistance. The DBTACs can provide information on reasonable accommodation and make referrals to local sources of expertise in reasonable accommodations.

Registry of Interpreters for the Deaf (301) 608-0050 (Voice/TT)

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

RESNA Technical Assistance Project (703) 524-6686 (Voice) (703) 524-6639 (TTY) <http://www.resna.org>

RESNA, the Rehabilitation Engineering and Assistive Technology Society of North America, can refer individuals to projects in all 50 states and the six territories offering technical assistance on technology-related services for individuals with disabilities. Services may include:

- 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),
- centers where individuals can try out devices and equipment,
- assistance in obtaining funding for and repairing devices, and
- equipment exchange and recycling programs

Appendix E: Reasonable Accommodations

Provided below are examples of the major categories of reasonable accommodation. This list is not exhaustive:

- **Administrative Services:** modifications to workplace processes and procedures.
- **Direct Services:** services provided to a qualified individual with a disability that enables them to access their work product, facilities, and all of the benefits and privileges afforded to employees and/or visitors.
- **Equipment:** physical and information technology equipment that enables provided to a qualified individual with a disability that enables them to access their work product, facilities, and all of the benefits and privileges afforded to employees and/or visitors.