



# *Real Solutions for Real Needs* **Accommodating Employees with Disabilities Resource List**



## **Federal Legislation and Policy**

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**Architectural Barriers Act:** <http://www.access-board.gov/ufas/index.htm>

### **Rehabilitation Act:**

- Section 501: <http://www.eeoc.gov/policy/rehab.html>
- Section 504: <http://www.dol.gov/oasam/regs/statutes/sec504.htm>
- Section 508: <http://www.usdoj.gov/crt/508/>
  - Access Board's Section 508 Technical Assistance: [www.access-board.gov/508.htm](http://www.access-board.gov/508.htm)
  - General Services Administration's Section 508 Website: [www.section508.gov](http://www.section508.gov)
  - GSA's web-based acquisition tool: [www.BuyAccessible.gov](http://www.BuyAccessible.gov)
  - BuyAccessible.gov:
  - Information Technology Technical Assistance & Training Center: [www.ittatc.org](http://www.ittatc.org)

**Americans with Disabilities Act:** <http://www.usdoj.gov/crt/ada/adahom1.htm>

- ADA Accessibility Guidelines: <http://www.access-board.gov/adaag/about/index.htm>
- Title IV: Telecommunications Relay Service: <http://www.fcc.gov/cgb/dro/trs.html>

### **Telecommunications Act**

- Section 255: <http://www.fcc.gov/telecom.html>
- Closed Captioning: <http://www.fcc.gov/cgb/dro/caption.html>

**Equal Employment Opportunity Commission:** [www.eeoc.gov](http://www.eeoc.gov)

- EEOC Management Directive 715: Federal responsibilities under Section 717 of Title VII and Section 501 of the Rehabilitation Act (October 1, 2003) [www.eeoc.gov/federal/eeomd715.html](http://www.eeoc.gov/federal/eeomd715.html)
- EEOC Leadership for the Employment of Americans with Disabilities: <http://www.eeoc.gov/initiatives/lead/index.html>
- Executive Order 13164: Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation (July 26, 2000) [janweb.icdi.wvu.edu/cap/13164.htm](http://janweb.icdi.wvu.edu/cap/13164.htm)
- EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (October 20, 2000) <http://www.eeoc.gov/press/10-20-00.html>
- Questions And Answers: Policy Guidance On Executive Order 13164: Establishing Procedures To Facilitate The Provision Of Reasonable Accommodation [http://www.eeoc.gov/policy/docs/qanda-accommodation\\_procedures.html](http://www.eeoc.gov/policy/docs/qanda-accommodation_procedures.html)



- Questions And Answers: Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees Under the ADA (July 27, 2000) <http://www.eeoc.gov/policy/docs/qanda-inquiries.html>
- EEOC Enforcement Guidance on the ADA and Psychiatric Disabilities (March 25, 1997) <http://www.eeoc.gov/policy/docs/psych.html>
- EEOC Fact Sheet on the Family Medical Leave Act, the ADA and Title VII of the Civil Right Act of 1964 (July 6, 2000) <http://www.eeoc.gov/policy/docs/fmlaada.html>
- Questions and Answers about EEOC's Enforcement Guidance on Unlawful Disparate Treatment of Workers with Caregiving Responsibilities (May 23, 2007) [http://www.eeoc.gov/policy/docs/qanda\\_caregiving.html](http://www.eeoc.gov/policy/docs/qanda_caregiving.html)

#### **Department of Justice:**

- A Guide to Disability Rights Laws: <http://www.usdoj.gov/crt/ada/cguide.htm>

#### **Department of Labor:** [www.dol.gov](http://www.dol.gov)

- Office of Disability Employment Policy: [www.dol.gov/odep](http://www.dol.gov/odep)
- Job Accommodation Network (JAN): [www.jan.wvu.edu](http://www.jan.wvu.edu)
- Business Leadership Network (BLN): [www.dol.gov/odep/programs/business.htm](http://www.dol.gov/odep/programs/business.htm)
- Employer Assistance Recruitment Network (EARN): <http://www.earnworks.com>

#### **White House New Freedom Initiative:** [www.whitehouse.gov/infocus/newfreedom](http://www.whitehouse.gov/infocus/newfreedom)

- New Freedom Initiative's Online Resource for Americans with Disabilities: [www.disabilityinfo.gov](http://www.disabilityinfo.gov)
- New Freedom Initiative Progress Report on Fulfilling America's Promise to Americans with Disabilities (2004) <http://www.whitehouse.gov/infocus/newfreedom/toc-2004.html>

#### **President's Management Agenda**

- President Bush's Results.Gov Website: [www.results.gov](http://www.results.gov)
- Office of Personnel Management's Human Capital Resources: <http://apps.opm.gov/humancapital/>

#### **Employment Initiatives: Recruitment and Placement Strategies**

- Schedule A: [http://www.opm.gov/disability/hrpro\\_3-02.asp](http://www.opm.gov/disability/hrpro_3-02.asp)
- Employer Assistance Recruitment Network (EARN): <http://www.earnworks.com>
- Workforce Recruitment Program (WRP): <http://wrp.gov>
- OPM's USA Jobs: <http://www.usajobs.opm.gov/>
- Job Accommodation Network (JAN): <http://www.jan.wvu.edu/>
- State Vocational Rehab Services: <http://janweb.icdi.wvu.edu/SBSES/VOCREHAB.HTM>

#### **Accommodation and Retention Strategies**



- Computer/Electronic Accommodations Program (CAP): <http://www.tricare.mil/cap/>
- Alternative Dispute Resolution: [www.adr.gov](http://www.adr.gov)
- Job Accommodation Network (JAN): <http://www.jan.wvu.edu/>
- Telework: <http://www.telework.gov/>
- Workers' Compensation: [www.dol.gov/dol/topic/workcomp/](http://www.dol.gov/dol/topic/workcomp/)
- EEOC EEOC Enforcement Guidance on Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act (October 17, 2002)  
<http://www.eeoc.gov/policy/docs/accommodation.html>
- EEOC Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act (ADA) (July 27, 2000)  
<http://www.eeoc.gov/policy/docs/guidance-inquiries.html>
- EEOC Questions and Answers: Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act (ADA)  
<http://www.eeoc.gov/policy/docs/qanda-inquiries.html>

## **AT Centers**

- CAP Technology Evaluation Center (CAPTEC): [http://www.tricare.mil/cap/acc\\_sol/CAPTEC.cfm](http://www.tricare.mil/cap/acc_sol/CAPTEC.cfm)
- Department of the Interior's Accessible Technology Center: <http://www.doi.gov/atc/>
- US Department of Agriculture TARGET Center: <http://www.usda.gov/oo/target/>
- General Service Administration AT Showcase:  
[http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA\\_OVERVIEW&contentId=9815&noc=T](http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA_OVERVIEW&contentId=9815&noc=T)
- Department of Transportation Disability Resource Center: <http://www.drc.dot.gov/>

## **Wounded Service Members / Disabled Veterans Resources**

- Military OneSource: <http://www.militaryonesource.com>
- The U.S. Army Wounded Warrior Program: [www.AW2.army.mil](http://www.AW2.army.mil)
- Marine for Life: [www.m4l.usmc.mil/](http://www.m4l.usmc.mil/)
- Defense and Veterans Brain Injury Center: [www.dvbic.org](http://www.dvbic.org)
- Heroes to Hometowns: [www.militaryhomefront.dod.mil/heroestohometown](http://www.militaryhomefront.dod.mil/heroestohometown)
- Seamless Transition - Operation Enduring Freedom/ Iraqi Freedom:  
[www.seamlesstransition.va.gov/](http://www.seamlesstransition.va.gov/)
- DoD TransPortal-"The DoD Web Portal for Military Transitioner":  
[www.dodtransportal.org/dav/lsnmedia/LSN/dodtransportal](http://www.dodtransportal.org/dav/lsnmedia/LSN/dodtransportal)
- Disabled Transition Assistance Program (DTAP): [www.dol.gov/vets/programs/tap/main.htm](http://www.dol.gov/vets/programs/tap/main.htm)
- DoD Vets: [www.dodvets.com](http://www.dodvets.com)
- REALifelines - Recovery and Employment Assistance Lifelines: [www.dol.gov/vets/programs/Real-life/main.htm](http://www.dol.gov/vets/programs/Real-life/main.htm)
- President's National Hire Veterans Committee - Hire Vets First: [www.hirevetsfirst.gov/](http://www.hirevetsfirst.gov/)
- Veterans Employment and Training Service (VETS): [www.dol.gov/vets/](http://www.dol.gov/vets/)
- eVets: [www.dol.gov/elaws/evets.htm](http://www.dol.gov/elaws/evets.htm)
- OPM's Veterans Website: <http://www.opm.gov/veterans/>
- Always a Soldier Internship Program: [www.amc.army.mil/alwaysasoldier](http://www.amc.army.mil/alwaysasoldier)



- Vocational Rehabilitation and Employment Services: [www.vba.va.gov/bln/vre/index.htm](http://www.vba.va.gov/bln/vre/index.htm)
- State Vocational Rehabilitation Services: [janweb.icdi.wvu.edu/SBSES/VOCREHAB.HTM](http://janweb.icdi.wvu.edu/SBSES/VOCREHAB.HTM)

## **Technology Transfer and the Future of Accessible Technology**

- MEMORANDUM FOR THE SECRETARY OF EDUCATION, HEALTH AND HUMAN SERVICES, LABOR AND THE COMMISSIONER OF SOCIAL SECURITY: Interagency Working Group on Assistive Technology Mobility Devices (February 12, 2003)  
<http://www.whitehouse.gov/news/releases/2003/02/20030212-12.html>
- Department of Commerce: Technology for All Americans – An Initiative to Advance the U.S. Assistive Technology Industry and Meet the Technology Needs for Disabled Americans (July 26, 2003) <http://www.technology.gov/events/2003/assisttech0724/lnit.htm>
- Department of Education, National Institute on Disability and Rehabilitation Research and Interagency Committee on Disability Research:  
[www.ed.gov/about/offices/list/osers/nidrr/index.html?src=mr](http://www.ed.gov/about/offices/list/osers/nidrr/index.html?src=mr), <http://www.icdr.us/cosmos.buffalo.edu/t2rerc/>
- MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES: Strategy for the Development and Transfer of Assistive Technology and Universal Design (July 25, 2000)  
[usinfo.state.gov/usa/able/07250001.htm](http://usinfo.state.gov/usa/able/07250001.htm)

## **Disability Employment Reports / Reporting Requirements**

- EEOC Annual Report on the Federal Work Force Fiscal Year 2006 (June 21, 2007)  
<http://www.eeoc.gov/federal/fsp2006/index.html>
- OPM Demographic Profile of the Federal Workforce (September 2002)  
<http://www.opm.gov/feddata/demograp/02demo.pdf>
- EEO Management Directive 715: Federal responsibilities under Section 717 of Title VII and Section 501 of the Rehabilitation Act (October 1, 2003) [www.eeoc.gov/federal/eeomd715.html](http://www.eeoc.gov/federal/eeomd715.html)
- EEOC Improving the Participation Rate of People with Targeted Disabilities in the Federal Work Force (January 2008) <http://www.eeoc.gov/federal/report/pwtd.html>

### **Other Presidential Memorandums:**

- MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES: Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination On the 10th anniversary of the Americans with Disabilities Act (July 26, 2000)  
[www.icdri.org/USGOVT/memorandum for the heads of exec.htm](http://www.icdri.org/USGOVT/memorandum%20for%20the%20heads%20of%20exec.htm)
- MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES  
SUBJECT: Employing People with Significant Disabilities to Fill Federal Agency Jobs that can be Performed at Alternate Work Sites, Including the Home (July 26, 2000)  
Related information at: [www.opm.gov/disability/appempl\\_03-13.asp](http://www.opm.gov/disability/appempl_03-13.asp)