

Appendix E

RESOURCES FOR LOCATING REASONABLE ACCOMMODATION

LEGAL SOURCES

Rehabilitation Act of 1973, 29 U.S.C. § 701 et seq., is the Federal law that prohibits Federal government agencies from discrimination on the basis of disability. It also requires reasonable accommodation for qualified employees and applicants for employment with disabilities, unless doing so would create an undue hardship.

Americans with Disabilities Act (“ADA”), as amended by the ADA Amendments Act of 2008 (“ADAAA”), 42 U.S.C. § 12101 et seq., prohibits discrimination on the basis of disability. Although the ADA does not directly apply to the federal government, interpretations of the ADA and ADAAA apply to Rehabilitation Act cases.

EEOC Regulations Implementing the ADA, 29 C.F.R. Part 1630.

Executive Order 13164 requires Federal agencies to establish reasonable accommodation procedures.

ORGANIZATIONS

CAP: Computer/Electronic Accommodations Program, Department of Defense

(703) 681-8813 (Voice) (703) 681-0881 (TTY)

<http://tricare.osd.mil/cap>

- FMSHRC has a partnership with CAP such that CAP will provide a needs assessment and appropriate computer/electronic accommodation.

U.S. Equal Opportunity Commission

1-800-669-3362 (Voice) 1-800-3302 (TTY)

<http://www.eeoc.gov>

- The EEOC’s Publication Center has many free documents on the Americans with Disabilities Act and the Rehabilitation Act. In addition, the EEOC has published a great deal of basic information about reasonable accommodation and undue hardship. Most of these documents are available at www.eeoc.gov

U.S. Department of Labor, Office of Disability Employment Policy

Requests for written materials: 1-866-633-7365(Voice) 1-877-8895627(TTY)

For more resources online: <http://www.dol.gov/odep/>

Registry of Interpreters for the Deaf

(301) 608-0050 (Voice/TTY)

Online at: www.rid.rog

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

Rehabilitation Engineering and Assistive Technology Society of North America

RESNA Technical Assistance Project

(703) 524-6686 (Voice) (703) 524-6639 (TTY)

<http://www.resna.org>

- 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;
- Equipment exchange and recycling programs.

Job Accommodation Network (JAN)

1-800-526-7234 (Voice) 1-877-781-9403 (TTY)

<http://www.askjan.org>

- The Job Accommodation Network is a non-profit agency funded by the Department of Labor and the Office of Disability and 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/TT)

Online at: http://www.dbtacnorthwest.org/about-us/nat_ada

- 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 on reasonable accommodations.

Access Board

<http://www.access-board.gov>

(202) 272-0080 (Voice)

(202) 272-0082 (TTY)

- An independent agency devoted to accessibility for people with disabilities.