JAN
Job Accommodation Network
Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Accessibility

JAN'S Accommodation and Compliance Series

Introduction

"Accessibility" refers to the design of products, devices, services, activities, or facilities so people with disabilities can use or participate in them. The Americans with Disabilities Act (ADA) and the Rehabilitation Act have guidelines for facility design that vary depending on the age and use of the facility. Both laws also have requirements for making services and activities accessible to people with disabilities. In addition to legal requirements, there are also best practice guidelines for accessibility.

Events

In-Person

- [Accessible Information Exchange: Meeting on a Level Playing Field](#) – U.S. Department of Justice (DOJ) Publication
- [Accessible Live Training Events](#) – JAN Publication
- [Accessible Meeting & Event Checklist](#) – Cornell University Publication
- [Accessible Meetings, Events & Conferences Guide](#) – Mid-Atlantic ADA Center Publication
- [How to Make Presentations Accessible to All](#) – W3C Web Accessibility Initiative Publication
- [Planning an Accessible Meeting or Event Checklist](#) – Employer Assistance and Resource Network on Disability Inclusion (EARN) Publication
- [Planning an Accessible Training Checklist](#) – EARN Publication

Virtual

- [Accessible Virtual Meeting Platform Resources](#) – JAN Publication
- [Checklist for an Accessible Virtual Meeting & Presentation](#) – Partnership on Employment & Accessible Technology (PEAT) Publication
- [Create Accessible Meetings](#) – General Services Administration Publication
- [How to Handle Captioning & ASL Requests for Virtual Meetings](#) – PEAT Publication
- [Planning an Accessible Meeting or Event Checklist](#) – EARN Publication
- [Planning an Accessible Training Checklist](#) – EARN Publication

- [Teleconference Accessibility and Hearing — Keeping Deaf and Hard of Hearing Employees in the Loop](#) – JAN Publication

Facilities

- [Accessible Stadiums](#) – DOJ Publication

- [Accessibility under the ADA](#) – JAN Publication

- [Guide to the ADA Accessibility Standards](#) – Access Board Publication

- [Making Shared Workspace More Accessible for Employees with Disabilities](#) – JAN Publication

- [Physical Accessibility in the Workplace](#) – JAN Publication

- [Uniform Federal Accessibility Standards (UFAS)](#) – Access Board Publication

General

- [Creating an Accessible and Welcoming Workplace](#) – EARN Publication

- [Communicating Your Commitment to Accessibility: Tips for Employers](#) – PEAT Publication

- [TechCheck](#) – PEAT Tool

Products and Devices

- [Buy IT!](#) – PEAT Tool

- [Digital Accessibility Staff Training Toolkit](#) – PEAT Publication

- [Product Development and Accessibility: Tips for Getting Started](#) – PEAT Publication

Recruiting and Hiring

- [Ensuring Accessibility in the Recruitment Process](#) – EARN Publication

- [eRecruiting and Accessibility](#) – PEAT Publication

- [Make Your eRecruiting Tools Accessible](#) – PEAT Publication

- [Online Applications](#) – PEAT Publication

- [Online Recruitment of and Outreach to People with Disabilities](#) – EARN Publication

- [Planning an Accessible Career Fair/Hiring Event Checklist](#) – EARN Publication
- [TalentWorks: Accessible eRecruiting for Employers](#) – PEAT Publication

Telework

- [Accessible Telework: Strategies for Developing Inclusive State Agency Programs](#) – Council of State Governments (CSG) Publication
- [Telework Accessibility and the Law](#) – PEAT Publication
- [Telework and Accessibility](#) – PEAT Publication

Websites

- [Web Accessibility and Online Applications](#) – JAN Publication

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.

A dress shop didn't have the required depth under the lavoratory in the restroom.
The owners decided to remove the cabinetry to provide space underneath the sink. The hot pipes were covered after clearing an area in front. This clear space was 30" wide by 48" deep with 19" of depth.

A grocery store had an inaccessible route to an accessible entrance.
The owner installed curb ramps and redid the sidewalk from the parking lot to the entrance.

A facility that housed several private business that served the public had a route of travel that was not stable, firm, or slip-resistant.
The business owners petitioned the landlord to make changes. The landlord repaired the uneven paving with patches and additional black top.

The route of travel to a public park was not 36 inches wide in some areas.
Brush and landscaping were interfering with the route. The city decided to remove the landscaping and other furnishings that narrowed the route of travel.

A restaurant did not have any grab bars installed in its restroom.
The owner installed grab bars behind and on the side wall closest to the toilet.

Directions to the exit of a business were not accessible to individuals who had low vision.
These signs were mounted 80 inches high. The business owner replaced all of the signs with signs that have letters at least three inches high, high contrast, and non-glare finish.

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