

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Employees with Fibromyalgia

Job Accommodation Network  
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Funded by a contract with the Office of Disability  
Employment Policy, U.S. Department of Labor

## Preface

The Job Accommodation Network (JAN) is funded by a grant from the Office of Disability Employment Policy, U.S. Department of Labor. JAN makes documents available with the understanding that the information be used solely for educational purposes. The information is not intended to be legal or medical advice. If legal or medical advice is needed, appropriate legal or medical services should be contacted.

JAN does not endorse or recommend any products or services mentioned in this publication. Although every effort is made to update resources, JAN encourages contacting product manufacturers/vendors and service providers directly to ensure that they meet the intended purposes. This guarantees that the most up-to-date information is obtained.

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Updated 09/12/2022.

## **JAN'S Accommodation and Compliance Series**

### **Introduction**

JAN's Accommodation and Compliance Series is designed to help employers determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). Each publication in the series addresses a specific medical condition and provides information about the condition, ADA information, accommodation ideas, and resources for additional information.

The Accommodation and Compliance Series is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers are encouraged to contact JAN to discuss specific situations in more detail.

For information on assistive technology and other accommodation ideas, visit JAN's Searchable Online Accommodation Resource (SOAR) at <https://AskJAN.org/soar>.

### **Information about Fibromyalgia**

Fibromyalgia is a complex, chronic condition that causes widespread pain and severe fatigue. Fibromyalgia is often considered a syndrome because it is a set of signs and symptoms that occur together, affecting muscles and their attachments to bones. It is not a true form of arthritis and does not cause deformities of the joints. It is, however, a form of soft tissue or muscular rheumatism. Deep muscular pain is the most common symptom of fibromyalgia. Usually starting at the neck and shoulders and spreading to other parts of the body over time, the pain varies according to the time of day, weather, sleep patterns, and stress level.

People with fibromyalgia experience extreme tenderness when pressure is applied to the knees, thighs, hips, elbows, and neck. People with fibromyalgia are also likely to have sleep disorders; severe changes in mood and thinking, including depression and chronic anxiety; headaches; impaired memory; irritable bowel syndrome; multiple chemical sensitivity syndrome; restless legs; skin and temperature sensitivity; and tingling similar to the symptoms of cumulative trauma disorders.

JAN's [Accommodation Solutions: Executive Functioning Deficits](#) is a publication detailing accommodations for individuals with limitations related to executive functioning. These ideas may be helpful in determining accommodations.

## **Fibromyalgia and the Americans with Disabilities Act**

The ADA does not contain a list of medical conditions that constitute disabilities. Instead, the ADA has a general definition of disability that each person must meet. A person has a disability if he/she has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having an impairment. For more information about how to determine whether a person has a disability under the ADA, see [How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act \(ADAAA\)](#).

### **Accommodating Employees with Fibromyalgia**

People with fibromyalgia may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware that not all people with fibromyalgia will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

#### **Questions to Consider:**

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
6. Do supervisory personnel and employees need training?

#### **Accommodation Ideas:**

##### **Limitations**

##### Attentiveness/Concentration

- Products
  - Alternative Lighting
  - Applications (apps)

- Apps for Concentration
- Cubicle Doors, Shields, and Shades
- Desk Organizers
- Desk Pedal Exercisers
- Electronic Organizers
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Fidget Devices
- Focus Enhancement
- Full Spectrum or Natural Lighting Products
- Noise Abatement
- Noise Canceling Earbuds
- Noise Canceling Headsets
- Simulated Skylights and Windows
- Sound Absorption and Sound Proof Panels
- Sun Boxes and Lights
- Sun Simulating Desk Lamps
- Timers and Watches
- Calendars and Planners
- Strategies
  - Behavior Modification Techniques
  - Color Coded System
  - Flexible Schedule
  - Job Restructuring
  - Marginal Functions
  - Modified Break Schedule
  - Task Flow Chart
  - Task Separation
  - Telework, Work from Home, Working Remotely
  - Uninterrupted "Off" Work Time
  - Verbal Cues

- Worksite Redesign / Modified Workspace
- Written Instructions
- Job Coaches

#### Decreased Stamina/Fatigue

- Products
  - Anti-fatigue Matting
  - Elevating Wheelchairs
  - Ergonomic Equipment
  - Scooters
  - Stand-lean Stools
  - Walkers
  - Wearable Anti-fatigue Matting
  - Wheelchairs
- Services
  - Aide/Assistant/Attendant
  - Ergonomic Assessments
- Strategies
  - Flexible Schedule
  - Job Restructuring
  - Marginal Functions
  - Modified Break Schedule
  - Periodic Rest Breaks
  - Task Rotation
  - Task Separation
  - Telework, Work from Home, Working Remotely
  - Worksite Redesign / Modified Workspace

#### Effect of/Receive Medical Treatment

- Flexible Schedule
- Telework, Work from Home, Working Remotely
- Rest Area/Private Space

## Executive Functioning Deficits

- Employees with Executive Functioning Deficits

## Grasping

- Industrial
  - Anti-vibration Gloves
  - Anti-vibration Tool Wraps
  - Compact Material Handling
  - Ergonomic and Pneumatic Tools
  - Ergonomic Knives
  - Motorized Carts
  - Multi-Purpose Carts
  - Tool Balancers
- Office Equipment
  - Auto-dialers
  - Automated Filing Systems
  - Book Holders
  - Compact Material Handling
  - Door Knob Grips and Handles
  - Electric Scissors
  - Ergonomic Scissors
  - File Carousels
  - Filing Trays
  - Grip Aids
  - Hands-free Telephones
  - Headsets
  - Left Hand-Dominant Keyboards
  - One-Handed Keyboards
  - Page Turners
  - Motorized Carts
  - Reachers
  - Scribe/Notetaker

- Shoulder Rests for Telephone Handsets
- Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Dental and Surgical Instruments
  - Money Handling Products
  - Mop Buckets
  - Mops and Mop Handles
  - Steering Grips

#### Headache

- Products
  - Air Cleaners & Purifiers
  - Alternative Lighting
  - Anti-Glare Filters for Fluorescent Lights
  - Cubicle Doors, Shields, and Shades
  - Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
  - Full Spectrum or Natural Lighting Products
  - Lighting Gel Filters
  - Non-Fluorescent Lighting
  - Task Lighting
- Strategies
  - Flexible Schedule
  - Job Restructuring
  - Marginal Functions
  - Modified Break Schedule
  - Telework, Work from Home, Working Remotely

#### Managing Time

- Products
  - Apps for Organization/ Time Management
  - Electronic Organizers



- Fitness Trackers
- PDAs, Notetakers, and Laptops
- Smart Watches
- Timers and Watches
- Calendars and Planners
- Services
  - Job Coaches
- Strategies
  - Additional Training Time / Training Refreshers
  - Checklists
  - Color Coded System
  - Color-coded Manuals, Outlines, and Maps
  - Extra Time
  - Recorded Directives, Messages, Materials
  - Reminders
  - Support Person
  - Supervisory Methods
  - Task Flow Chart
  - Task Separation
  - Verbal Cues
  - Written Forms and Prompts
  - Written Instructions

## Memory Loss

- Products
  - Apps for Memory
  - Break Reminder Software
  - Electronic Organizers
  - Form Generating Software
  - Labels/Bulletin Board
  - Medication Reminders
  - Memory Software

- Notepad or White Board
- On-Screen "Ruler" / Strip
- Timers and Watches
- Calendars and Planners
- Strategies
  - Additional Training Time / Training Refreshers
  - Checklists
  - Color Coded System
  - Color-coded Manuals, Outlines, and Maps
  - Extra Time
  - Recorded Directives, Messages, Materials
  - Reminders
  - Support Person
  - Supervisory Methods
  - Task Flow Chart
  - Task Separation
  - Verbal Cues
  - Voice Recorders
  - Written Forms and Prompts
  - Written Instructions

#### Nausea

- Flexible Schedule
- Mini Refrigerators/ Electric Coolers
- Odor Control
- Telework, Work from Home, Working Remotely

#### Organizing/Planning/Prioritizing

- Products
  - Apps for Organization/ Time Management
  - Desk Organizers
  - Electronic Organizers

- Ergonomic Equipment
- Labels/Bulletin Board
- Note Collection Software and Technology
- Notepad or White Board
- Organization Software
- Timers and Watches
- Calendars and Planners
- Workflow Management Software
- Services
  - Job Coaches
  - Professional Organizers
- Strategies
  - Additional Training Time / Training Refreshers
  - Checklists
  - Color Coded System
  - Color-coded Manuals, Outlines, and Maps
  - Job Restructuring
  - Marginal Functions
  - On-site Mentoring
  - Organization/Prioritization Skills
  - Recorded Directives, Messages, Materials
  - Reminders
  - Supervisory Methods
  - Task Flow Chart
  - Task Identification
  - Task Separation
  - Written Instructions

## Pain

- Products
  - Adjustable Workstations for Industrial Settings
  - Adjustable Workstations for Office Settings

- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Anti-fatigue Matting
- Anti-vibration Gloves
- Anti-vibration Seats
- Anti-vibration Tool Wraps
- Automatic Door Openers
- Carts
- Chairs with Head Support
- Compact Material Handling
- Ergonomic and Adjustable Office Chairs
- Ergonomic Equipment
- Fans
- Forearm Supports
- Gooseneck and Other Telephone Holders
- Headsets
- Scooters
- Speech Recognition Software
- Stand-lean Stools
- Supine Workstations
- Wearable Anti-fatigue Matting
- Workstation Space Heaters
- Writing Aids
- Strategies
  - Ergonomic Assessments
  - Flexible Schedule
  - Modified Break Schedule
  - Scribe/Notetaker
  - Service Animal
  - Telework, Work from Home, Working Remotely

- Worksite Redesign / Modified Workspace

#### Respiratory Distress/Breathing Problem

- Respiratory Distress/Breathing Problem
  - Air Cleaners & Purifiers
  - Air Cleaners - Chemical/Odor Removal
  - Alternative Cleaning Supplies
  - Air Cleaning Systems
  - Air Purifiers for Multiple Chemical Sensitivity
  - Carpet Alternatives, Sealants, and Sustainable Flooring
  - Masks - Clear
  - Floor Cleaning/Stripping Products - Chemical Sensitivity
  - Low/No Odor Paints and Stains
  - Masks - Smoke Allergy
  - Masks – General/Chemical/Allergen
  - Personal Air Cleaner (Neckworn)
  - Powered Air Purifying Respirator (PAPR)
  - Masks - Respirator
- Strategies
  - Flexible Schedule
  - Telework, Work from Home, Working Remotely

#### Skin Rash/Blisters/Sores

- Products
  - Alternative Cleaning Supplies
  - Hand Protection
  - Sun/UV Protective Clothing
- Strategies
  - Disability Awareness/Etiquette Training
  - Flexible Schedule
  - Job Restructuring
  - Policy Modification

## Sleeping/Stay Awake

- Products
  - Apps for Sleep/ Fatigue
  - Alternative Alarm Clocks
  - Bed Shaker Alarms
  - Dawn Simulators
  - Personal Alarms
  - Rolling Alarm Clocks
  - Sleep Alerting Devices
  - Talking Alarm Clocks
  - Vibrating Watches/Alarms
- Services
  - Wake-Up Call Services
- Strategies
  - Flexible Schedule
  - Modified Break Schedule
  - Periodic Rest Breaks
  - Rest Area/Private Space

## Stress Intolerance

- Products
  - Apps for Anxiety and Stress
  - Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
  - Fitness Trackers
  - Simulated Skylights and Windows
  - Sun Boxes and Lights
  - Sun Simulating Desk Lamps
- Services
  - Counseling/Therapy
  - Employee Assistance Program
- Strategies

- Behavior Modification Techniques
- Communicate Another Way
- Complying with Behavior and Conduct Rules
- Flexible Schedule
- Instant Messaging and Texting Solutions for Businesses
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- On-site Mentoring
- One-on-One Communication
- Policy Modification
- Positive Feedback
- Supervisory Feedback
- Supervisory Methods
- Support Animal
- Support Person
- Telepresence
- Telework, Work from Home, Working Remotely

#### Temperature Sensitivity

- Products
  - Air Deflectors
  - Cold Resistant Gloves
  - Cooling Clothing
  - Fans
  - Flexible Schedule
  - Heated Clothing
  - Heated Ergonomic and Computer Products
  - Heated Gloves
  - Portable Air Conditioners
  - Vent Covers
  - Workstation Space Heaters

- Strategies
  - Telework, Work from Home, Working Remotely

## Walking

- Products
  - All-Terrain Scooters
  - All-Terrain Wheelchairs
  - Anti-fatigue Matting
  - Foldable / Transport Wheelchairs
  - Grab Bars
  - Large-Rated Scooters
  - Large-Rated Wheelchairs
  - Personal Transportation and Mobility Products
  - Reclining Wheelchairs
  - Rollators and Rolling Walkers
  - Scooters
  - Scooters for Small Stature
  - Walkers
  - Walkers for Tall Individuals
  - Walkers with Seats
  - Wearable Anti-fatigue Matting
  - Wheelchairs
  - Wheelchairs for Small Stature
- Strategies
  - Telework, Work from Home, Working Remotely
  - Worksite Redesign / Modified Workspace

## Work-Related Functions

### Noise

- Cubicle Doors, Shields, and Shades
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines



- Fans
- Flexible Schedule
- Folding Wall Partitions and Room Dividers
- Noise Abatement
- Noise Canceling Headsets
- Strobe Lights
- Telework, Work from Home, Working Remotely

## Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Coaches
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Monitor Mirrors
- Odor Control
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Strobe Lights
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

## Temperature

- Air Deflectors

- Cold Resistant Gloves
- Cooling Clothing
- Fans
- Flexible Schedule
- Foot Warmers
- Heat Resistant Gloves
- Heated Clothing
- Heated Ergonomic and Computer Products
- Heated Gloves
- Modified Break Schedule
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters

#### Work Station Access

- Accessories for Scooters
- Adjustable and Ergonomic School Desks and Equipment
- Adjustable Desk Top Workstations for Office Settings
- Adjustable Workstations for Industrial Settings
- All-Terrain Scooters
- Anti-fatigue Matting
- Articulating Keyboard Trays
- Assist Lift Cushions
- Automatic Door Openers
- Chair Mats
- Chairs for Little People
- Chairs for People who are Tall
- Dual Monitors
- Elevating Lift and Office Chairs
- Ergonomic and Adjustable Office Chairs
- Ergonomic Equipment
- Examination and Procedures Chair

- Expanded Keyboards
- Forearm Supports
- Forward Leaning Chairs
- Head Support for Wheelchairs
- Large-Rated Chairs
- Low Task Chair
- Monitor Mirrors
- Monitor Risers
- Mousing Surfaces
- Stair Assists
- Stand-lean Stools
- Supine Workstations
- Van Conversion
- Wheelchair Accessible Scales
- Wheelchair Carts/Trailers
- Wheelchair Mounts
- Wheelchairs
- Work Platforms
- Zero Gravity (reclining) Chairs

## Situations and Solutions:

**A guidance counselor for a large high school experienced severe bouts of irritable bowel syndrome, depression, and fatigue as a result of fibromyalgia.**

He experienced difficulty in opening the heavy doors to the entrance of the school and had to make frequent trips to the bathroom. The individual's employer complained that he was spending too much of his time away from his office and therefore was not available for students. The employer moved the employee's office to a location closer to the faculty restroom, added an automatic entry system to the main doors, and allowed flexible leave time so the employee could keep appointments with his therapist.

**A nurse with fibromyalgia working in a county health clinic experienced a great deal of fatigue and pain at work.**

The nurse typically worked evening shifts, but her doctor recommended a schedule change so she could regulate her sleep patterns. Accommodation suggestions included changing her shift from evening to day, restructuring the work schedule to eliminate working two consecutive twelve hour shifts, reducing the number of hours worked to part time, and taking frequent rest breaks.

**A switchboard operator with chronic pain and fibromyalgia was accommodated with flexible scheduling, rest breaks, and an adjustable workstation.**

The adjustable workstation allowed her to alternate between a sitting and standing position.

**An individual employed as a patient rights advocate had carpal tunnel syndrome and fibromyalgia.**

She had difficulty keyboarding, writing, and transporting supplies to presentations. The employer installed speech recognition software for word processing, provided her with writing aids, and gave her lightweight portable carts to assist with transporting materials.

**An administrative assistant with fibromyalgia working for a utility company reported neck pain and upper body fatigue.**

Her duties included typing, answering the telephone, and taking written messages. She was accommodated with a wireless telephone headset to reduce neck pain and eliminate the repetitive motion of lifting the telephone from the cradle, a portable angled writing surface and writing aids to take written messages, a copy holder to secure documents, and forearm supports to use when typing.

## Products

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <https://AskJAN.org/soar> is designed to let users explore various accommodation options. Many product vendor lists are accessible through this system; however, JAN provides these lists and many more that are not available on the Web site upon request. Contact JAN directly if you

have specific accommodation situations, are looking for products, need vendor information, or are seeking a referral.

## Resources

### **Job Accommodation Network**

West Virginia University  
PO Box 6080  
Morgantown, WV 26506-6080  
Toll Free: (800) 526-7234  
TTY: (304) 293-7186  
Fax: (304) 293-5407  
[jan@askjan.org](mailto:jan@askjan.org)  
<https://askjan.org>

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

### **Office of Disability Employment Policy**

200 Constitution Avenue,  
NW, Room S-1303  
Washington, DC 20210  
Toll Free: (866) 633-7365  
[odep@dol.gov](mailto:odep@dol.gov)  
<https://www.dol.gov/agencies/odep>

The Office of Disability Employment Policy (ODEP) is an agency within the U.S. Department of Labor. ODEP provides national leadership to increase employment opportunities for adults and youth with disabilities while striving to eliminate barriers to employment.

### **American Chronic Pain Association**

P.O. Box 850  
Rocklin, CA 95677-0850  
Toll Free: (800) 533-3231  
Fax: (916) 632-3208  
[ACPA@theacpa.org](mailto:ACPA@theacpa.org)  
<http://www.theacpa.org>

The purpose of the American Chronic Pain Association is to facilitate peer support and education for individuals with chronic pain and their families so that these individuals may live more fully in spite of their pain.

**American Fibromyalgia Syndrome Association, Inc.**

PO Box 32698  
7371 E Tanque Verde Rd  
Tucson, AZ 85715  
Direct: (520) 733-1570  
Fax: (520) 290-5550  
[kthorson@afsafund.org](mailto:kthorson@afsafund.org)  
<http://www.afsafund.org>

The American Fibromyalgia Syndrome Association (AFSA) is the nation's leading nonprofit organization dedicated to funding research that accelerates the pace of medical discoveries to improve the quality of life for patients with fibromyalgia.

**American Occupational Therapy Association**

6116 Executive Boulevard, Suite 200  
North Bethesda, MD 20852-4929  
Direct: (301) 652-6611  
[members@aota.org](mailto:members@aota.org)  
<https://www.aota.org/>

The American Occupational Therapy Association (AOTA) is the national professional association established in 1917 to represent the interests and concerns of occupational therapy practitioners and students of occupational therapy and to improve the quality of occupational therapy services.

**American Physical Therapy Association**

<http://www.moveforwardpt.com/Default.aspx>

MoveForwardPT.com is the official consumer information website of the American Physical Therapy Association.

### **Anxiety and Depression Association of America**

8701 Georgia Ave.

Suite #412

Silver Spring, MD 20910

Direct: (240) 485-1001

Fax: (240) 485-1035

<https://adaa.org/>

ADAA is a national nonprofit organization dedicated to the prevention, treatment, and cure of anxiety and mood disorders, OCD, and PTSD and to improving the lives of all people who suffer from them through education, practice, and research.

### **Arthritis Foundation**

1330 W. Peachtree Street

Suite 100

Atlanta, GA 30309

Direct: (404) 872-7100

<http://www.arthritis.org>

The Arthritis Foundation is committed to raising awareness and reducing the unacceptable impact of arthritis, a disease which must be taken as seriously as other chronic diseases because of its devastating consequences. The Arthritis Foundation is leading the way to conquer the nation's leading cause of disability through increased education, outreach, research, advocacy and other vital programs and services.

### **Centers for Disease Control and Prevention**

1600 Clifton Rd

Atlanta, GA 30333

Toll Free: (800) 232-4636

<https://www.cdc.gov/>

The Centers for Disease Control and Prevention are dedicated to protecting the health and safety of people - at home and abroad, providing credible information to enhance health decisions, and promoting health through strong partnerships.



**Institute for Chronic Pain**

PO Box 193

Stillwater, MN 55082

<http://www.instituteforchronicpain.org/>

The Institute for Chronic Pain is an educational and public policy think tank whose mission is to change the culture of how chronic pain is treated. We engage in research, development, and promotion of scientifically accurate information related to the field of chronic pain management. We do so by bringing together thought leaders from around the world to provide academic-quality information that is approachable to all stakeholders in the field, particularly, patients, their families, and society, more generally. The staff and fellows of the Institute are specialists in chronic pain management as well as healthcare policy and management.

**Mayo Clinic**

13400 E. Shea Blvd.

Scottsdale, AZ 85259

Direct: (480) 301-8000

<http://www.mayoclinic.org/>

The Mayo Clinic's mission to inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

**MedlinePlus**

8600 Rockville Pike

Bethesda, MD 20894

[custserv@nlm.nih.gov](mailto:custserv@nlm.nih.gov)

<https://medlineplus.gov>

MedlinePlus is the National Institutes of Health's Web site for patients and their families and friends. Produced by the National Library of Medicine, the world's largest medical library, it brings you information about diseases, conditions, and wellness issues in language you can understand. MedlinePlus offers reliable, up-to-date health information, anytime, anywhere, for free.

### **National Center for Biotechnology Information**

8600 Rockville Pike  
Bethesda, MD 20894  
[pubmedcentral@ncbi.nlm.nih.gov](mailto:pubmedcentral@ncbi.nlm.nih.gov)  
<https://www.ncbi.nlm.nih.gov/>

The National Center for Biotechnology Information advances science and health by providing access to biomedical and genomic information.

### **National Fibromyalgia & Chronic Pain Association**

31 Federal Avenue  
Logan, UT 84321  
Toll Free: (801) 200-3627  
[info@fmcpaware.org](mailto:info@fmcpaware.org)  
<http://www.fmcpaware.org/>

The National Fibromyalgia & Chronic Pain Association (NFMCPA) is a 501(c)3 not for profit organization. We support people with chronic pain illnesses and their families and friends by contributing to caring, professional, and community relationships. Through continuing education, networking with support groups and advocates, and affiliation with professional organizations, the members of the NFMCPA have a place to be informed, get involved, and recognize achievements.

### **National Institute of Arthritis and Musculoskeletal and Skin Diseases**

1 AMS Circle  
Bethesda, MD 20892-3675  
Toll Free: (877) 226-4267  
Direct: (301) 495-4484  
Fax: (301) 718-6366  
[NIAMSinfo@mail.nih.gov](mailto:NIAMSinfo@mail.nih.gov)  
<http://www.niams.nih.gov>

The mission of the National Institute of Arthritis and Musculoskeletal and Skin Diseases is to support research into the causes, treatment, and prevention of arthritis and musculoskeletal and skin diseases, the training of basic and clinical scientists to carry

out this research, and the dissemination of information on research progress in these diseases.

**Office on Women's Health**

Department of Health and Human Services  
200 Independence Avenue, SW Room 712E  
Washington, DC 20201  
Toll Free: (800) 994-9662  
Direct: (202) 690-7650  
Fax: (202) 205-2631  
<http://www.womenshealth.gov/>

The Office on Women's Health (OWH), part of the U.S. Department of Health and Human Services (HHS), works to improve the health and sense of well-being of all U.S. women and girls. OWH serves as the focal point for women's health activities across HHS offices and agencies and leads HHS efforts to ensure that all women and girls achieve the best possible health.

**Remedy's Health Communités**

<http://www.healthcommunities.com>

Remedy Health Media is America's fastest growing health information and technology company. We are a leading provider of clinical resources and wellness tools that help millions of patients and caregivers live healthier, more fulfilled lives.

Our mission is to empower patients and caregivers with the information and applications needed to efficiently navigate the healthcare landscape and as a result, to permit better health outcomes through use of our products and services.

### **The Environmental Illness Resource**

162 Bramham Drive  
Oakdale Court  
Harrogate, North Yorkshire, England HG3 2-2UB  
Toll Free: (441) 423-528055  
[support@ei-resource.org](mailto:support@ei-resource.org)  
<http://www.ei-resource.org/>

The Environmental Illness Resource seeks to provide those with environmental illnesses with information of the highest quality in the hope that this will lead to improved quality of life and perhaps even recovery of good health. In addition, to provide a free and open online community in which members may exchange information between themselves and support each other in their healing journeys.

### **U.S. Department of Veterans Affairs**

Toll Free: (844) 698-2311  
<http://www.va.gov/>

The Agency is responsible for providing employment, training, educational and reemployment rights information and assistance to veterans, and other military personnel who are preparing to transition from the military. Also provide hearing aids. All World War I veterans are eligible to receive free hearing aids. Other veterans can receive free hearing aids if their hearing loss is at least 50% service-related.

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