

Accommodations I Have Known

Joe Chiappetta



HOW NOT TO EXPLAIN LOWER BACK PAIN
Joe Chiappetta 2011

Accommodation at Work: Two Cases

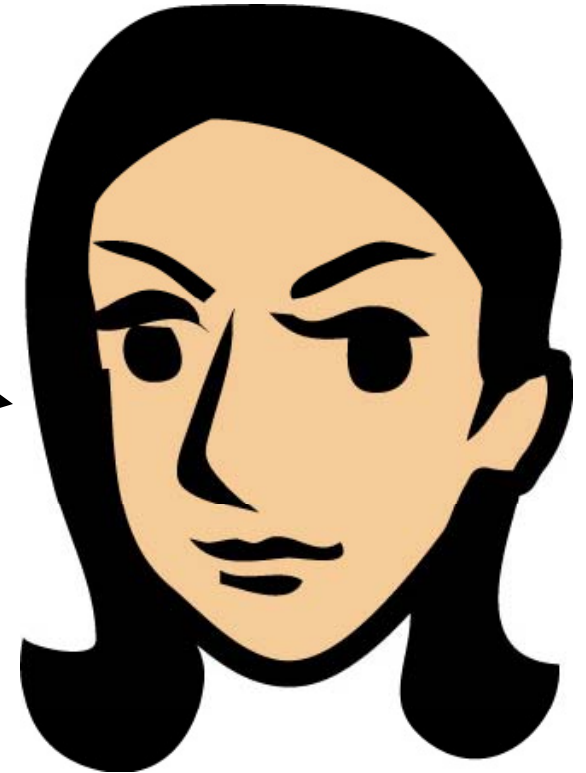


Joe has...

- Chronic Back Pain
- Arthritis

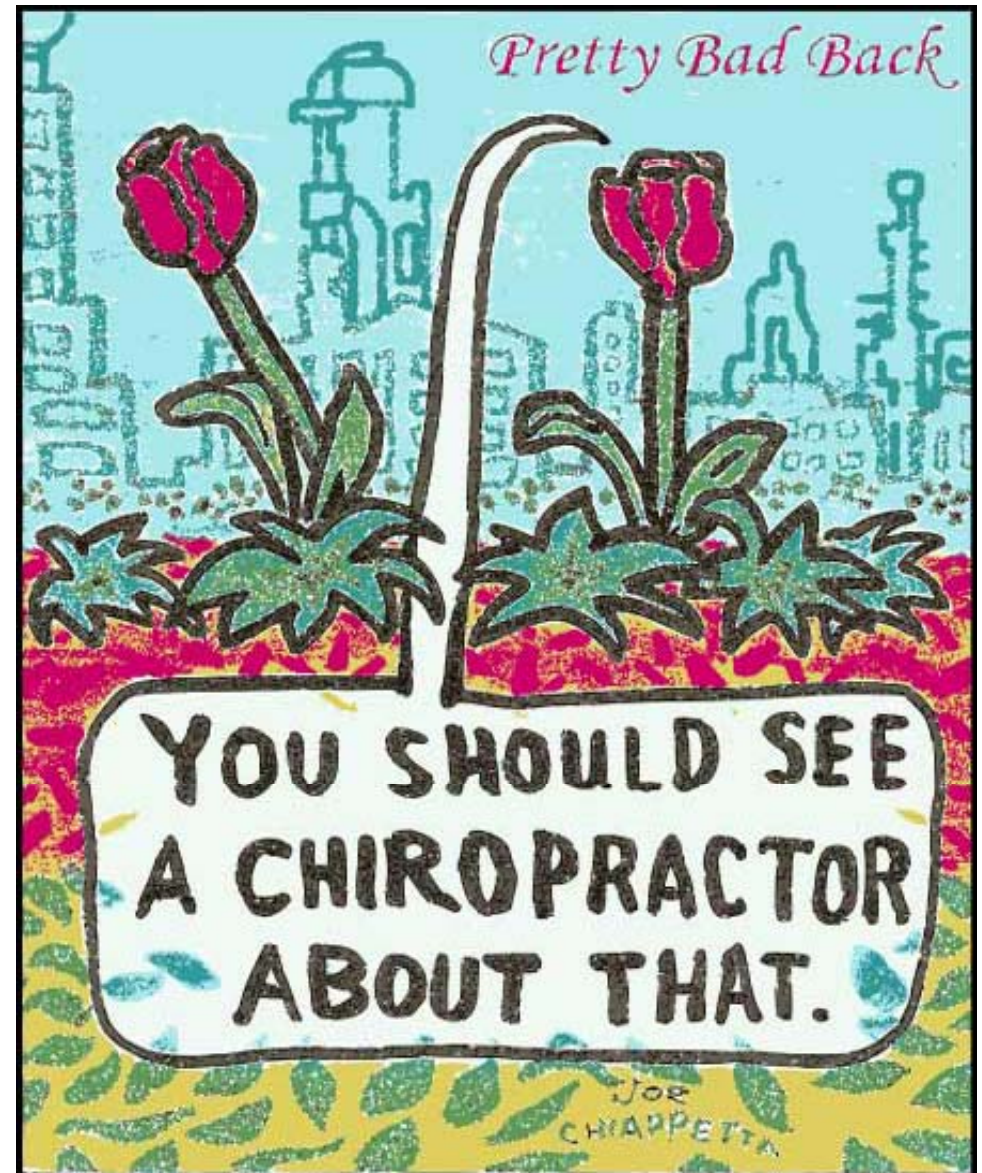
Jill has...

- Visual Impairment
- Multiple Sclerosis



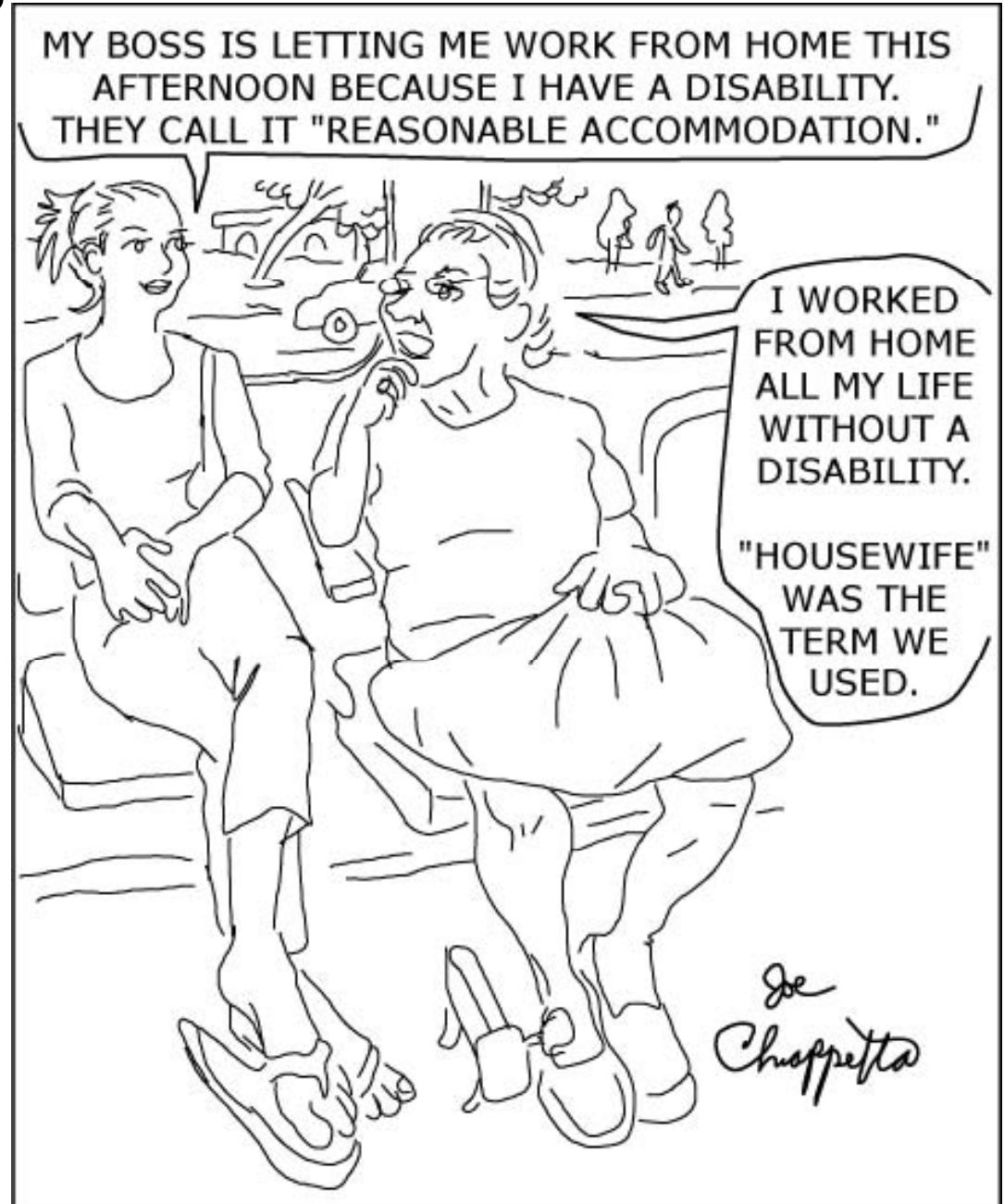
Accommodations for Joe

- Flexible schedule
- Freezer for ice packs
- Raised workstation
- Pillow for kneeling
- Work from home
- Reduce stress
- Health club incentives

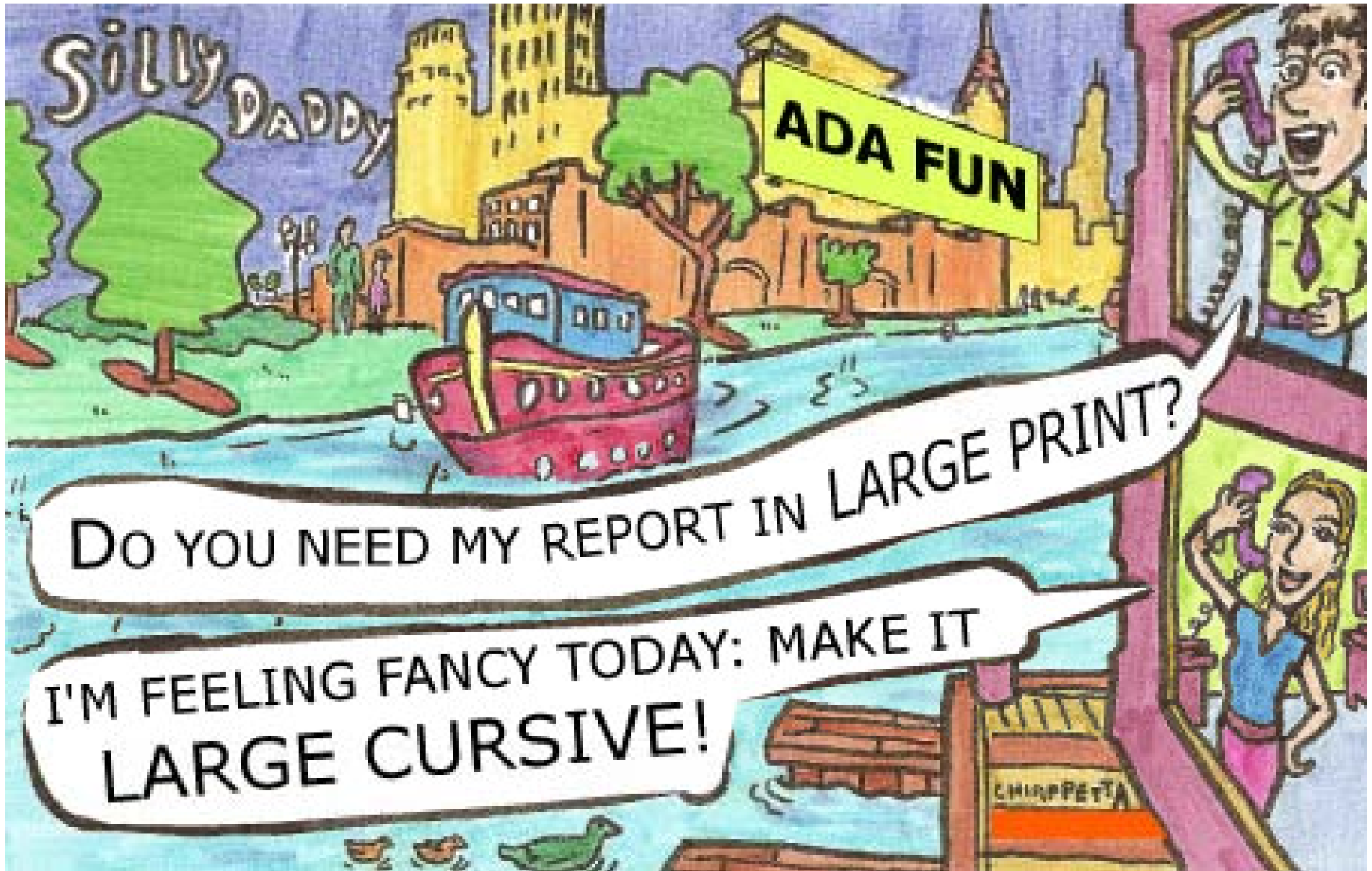


Accommodations for Jill

- Large print
- Large monitor
- Screen reader
- Staff awareness
- Alt and title tags
- Raised buttons
- Work from home
- Non-essential duties transferred



Interactive Process • Get specific



Silly Daddy: *not exact full disclosure*



Who Needs to Know My Accommodation?

Attendance vs. Outcomes

- When employers focus on outcomes rather than attendance, it's easier to have successful work from home accommodation options.
- Not for all jobs.



How to Soar Beyond Disability





Identify the Abilities



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