# **Employment Accommodations (and other Employment Preparation Resources)**

## Definitions

In a work environment, accommodations are changes that help employees with disabilities to do their jobs. Accommodations ensure everyone has equal access to the job application and interview process. Accommodations also ensure that everyone has equal access to job benefits and privileges (e.g., office social events, pay raises). Examples of accommodations include having access to special tools or software, changes to work hours or tasks, the use of a service dog, or having an office with walkways that are free of obstacles.

## Guiding Questions

* Have you ever had a job or volunteered? If yes, what accommodations did you need to be successful?
* What support do you think you would need to be successful in a future job or career?
* What accommodations do you receive in school?
* Are there accommodations you currently receive you think would be helpful in a future work environment?
* Do you know who to talk to about accommodations at work?

## Resources

The Job Accommodation Network (JAN) is an excellent resource for learning more about accommodation topics that are specific to certain disabilities (including low vision and blindness) [JAN - Job Accommodation Network (askjan.org)](https://askjan.org/). Another resource for employment accommodations is Vocational Rehabilitation (VR).

To learn more about this topic, we encourage you to review our [EMPOWER April Monthly Deep Dive: Employment Accommodations](http://us3.campaign-archive.com/?u=fd5a09f5d46220521eae91c06&id=411d86cd4f)

[Job Seekers Toolkit, Prep, and Resources - ConnectCenter (aphconnectcenter.org)](https://aphconnectcenter.org/careerconnect/job-seekers/) helps you explore job-search resources and information on preparing yourself as a person who is blind or has low vision to locate and land a job you love.

[Workplace accommodations – Perkins School for the Blind](https://www.perkins.org/workplace-accommodations/) offers examples of adjustments or modifications that are often requested by employees who are blind or low vision.

[Employment | National Federation of the Blind (nfb.org)](https://nfb.org/programs-services/employment) shares upcoming opportunities such as career fairs and career resources like the self-advocacy employment toolkit.

[Resource Library - Transition Tennessee (transitiontn.org)](https://transitiontn.org/resource-library/?course%5B%5D=Pathways+to+Employment&wpv_aux_current_post_id=7198&wpv_aux_parent_post_id=7198&wpv_view_count=7191) offers several employment resources. You can filter by categories such as pathways to employment and job exploration counseling.

[Customized Employment: A Path to Meaningful Work (CareerConnect)](https://aphconnectcenter.org/careerconnect/job-seekers/customized-employment-a-path-to-meaningful-work/) Customized Employment creates tailored employment solutions that address employee strengths and employer needs by emphasizing collaboration between the individual, the employer, and support staff. For adults, Customized Employment is available through Vocational Rehabilitation services.

[How to Ask for a Reasonable Accommodation in Employment (video)](https://www.youtube.com/watch?v=Wn8GC2Q2Ync) The Disability Law Center of Utah offers examples and suggestions to help with requesting accommodations and what to do if an accommodation request is denied (please note that the information in this video applies to all states, not just Utah).