

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Sample and Partner Example Accommodation Policies, Processes, Forms, and Training

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JAN'S Accommodation and Compliance Series

[Sample Equal Employment Opportunity Statement](#)

Sample Accommodation Policies and Processes

[JAN Sample Accommodation Policy and Process](#)

Partner Examples of Accommodation Policy and Processes

- [Disability Accommodation Policy](#)
- [Accommodation Process](#)
- [Accommodation Process](#)

Sample Accommodation Flowchart

- [PDF](#)
- [Text-only version \(.doc\)](#)
- [Telework Accommodation Request Flowchart](#)

Partner Example Training

- [Manager Restrictions and Accommodations Training \(.ppt\)](#)
- [Effective Communications to Reduce Disability Stigma within your Organization \(.pptx\)](#)

Partner Example Handbook for Non-Visible Disabilities

- [Non-Visible Disabilities Guide](#)

Sample Forms

- [Accommodation Request Form](#)
- [Medical Inquiry Request Form](#)
- [Accommodation Approval Form](#)
- [Onboarding Form](#)
- [Temporary or Trial Accommodation Approval Form](#)
- [Monitoring Form](#)
- [Denial Form](#)
- [Appeals Form](#)

- [Plan of Action Form](#)

Onboarding Checklist

- [Sample Onboarding Form](#)

Partner Example Forms

- [ADA Request Form](#)
- [Accommodation Request Form](#)
- [Accommodation Assessment Form](#)
- [Doctor's Medical Evaluation](#)
- [Medical Authorization Form](#)
- [Medical Evaluation Form](#)
- [Physical Capacities Form](#)
- [Return to Work Functional Assessment Form](#)
- [Fitness-for-Duty – Return to Work Release](#)
- [Mental Health Work Function Assessment](#)

Partner Example Accommodation Tracking

- [SF.HR Job Aid](#)
- [Accommodation Tracking Spreadsheet Sample](#)
- There are also several [vendors who provide tracking software](#).

Partner Example Guide to Accommodating People with Disabilities

- [Accommodating People with Disabilities: A Guide for Employers](#)

Telework Policies

- [Disability-Inclusive Telework for States](#)

Other Public Sector Examples of Accommodation Policies and Practices

- [West Virginia University](#)
- [Dartmouth College](#)
- [City of Sacramento](#)
- [Department of Veterans Affairs Office of Diversity and Inclusion](#)

- [Office of Personnel Management](#)
- [State of Minnesota](#)
- [U.S. Department of Homeland Security](#)
- [U.S. Department of Treasury](#)
- [John F. Kennedy Center for the Performing Arts](#)
- [15th Judicial Circuit of Florida](#)

Workplace Accommodation and Inclusion Checklists

Workplace Accommodation Checklist

- [Accommodation Checklist](#)

Inclusion Checklists

- [Six ways to advance disability inclusion in your organization](#)

Job Descriptions for Accommodations Specialist/Subject Matter Expert/Disability Consultant

- [Sample 1](#)
- [Sample 2](#)
- [Sample 3](#)

Definitions

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.

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