

## RECRUITMENT RESOURCES FOR LOCATING REASONABLE ACCOMMODATIONS

### **1. U.S. Equal Employment Opportunity Commission**

1-800-669-3362 (Voice) 1-800-800-3302 (TT)  
[www.eeoc.gov/](http://www.eeoc.gov/)

The three main sources of interpretive information are; (1) the Interpretive Guidance accompanying the Title I regulations (also known as the "Appendix" to the regulations), 29 C.F.R. pt. 1630 app. §§ 1630.2(o), (p), 1630.9; (2) Enforcement Guidance on Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act. 8 FEP Manual 405:7601(1999); and (3) A Technical Assistance Manual on the Employment Provisions (Title I) of the Americans with Disabilities Act, 8 FEP Manual (BNA) 405:6981, 6998-7018 (1992) (Technical Assistance Manual). The Technical Assistance Manual includes a 200-page Resource Directory, including federal and state agencies, and disability organizations that can provide assistance in identifying and locating reasonable accommodations.

The EEOC also has discussed issues involving reasonable accommodation in the following guidances and documents: (1) Enforcement Guidance: Pre-employment Disability-Related, Questions and Medical Examinations at 5, 6-8, 20, 21-22. 8 FEP Manual (BNA) 405:7191, 7192-94. 7201 (1995). (2) Enforcement Guidance Workers' Compensation and the ADA at 1520, 8 FEP Manual (BNA) 405:7391, 7398-7401 (1996); (3) Enforcement Guidance The Americans with Disabilities Act and Psychiatric Disabilities at 19-28, 8 FEP Manual (BNA) 405.7461, 7470-76 (1997); (4) Fact Sheer on the Family and Medical Leave Act the Americans with Disabilities Act. and Title VII of the Civil Rights Act of 1964 at 6-99 8 FEP Manual (BNA) 405-7371, 7374-76 (1996), and (5) Enforcement Guidance Disability-Relayed Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act at 20, 22, 23, 245.8 FEP Manual (BNA) 405 7701, 7711, 7712-14, 7715-16 (2000).

All of the above-listed documents, with the exception of the Technical Assistance Manual, are also available through the Internet at [www.eeoc.gov](http://www.eeoc.gov). All of these documents provide guidance that applies to federal agencies through the Rehabilitation Act of 1973, 29 U-S.C. § 791.

### **2. Job Accommodation Network (JAN)**

1-800-232-9675 (Voice)  
[www.janweb.icdi.wvu.edu](http://www.janweb.icdi.wvu.edu)

JAN provides information, free-of-charge, about many types of reasonable accommodations.

### **3. ADA Disability and Business Technical Assistance Centers (DBTACs)**

1-800-949-4232 (Voice/TT)

The DBTACs consist of 10 federally funded regional centers that provide information, training, and technical assistance on the ADA. Each center works with local business, disability, governmental, rehabilitation, and other professional networks to provide current ADA information and assistance, and places special emphasis on meeting the needs of small businesses. The DBTACs can make referrals to local sources of expertise in reasonable accommodations.

### **4. Registry of Interpreters for the Deaf**

(301) 608-0050 (Voice/IT)  
[www.rid.org](http://www.rid.org)

The Registry offers information on locating and using interpreters and transliteration services.

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**5. RESNA Technical Assistance Project**  
(703) 524-6686 (Voice) (703) 524-6639 (TT)  
[www.resna-org](http://www.resna-org)

RESNA, the Rehabilitation Engineering and Assistive Technology Society of North America, can refer individuals to projects in all 50 states and the six territories offering technical assistance on technology-related services for individuals with disabilities.

**6. U.S. Department Of Labor, Employment Policy Programs Employment Assistance Referral Network (EARN)**  
866-EarnNow (866-327-6669)  
Monday through Friday 9.00 am to 10:00 PM, EST  
[www.earnworks.com](http://www.earnworks.com)

The Employer Assistance and Resource Network (EARN), a national toll-free telephone and electronic information referral service, became available to the public March 2001, and is designed to assist employers in locating and recruiting qualified workers with disabilities. EARN, which is a service of the Office of Disability Employment Policy, can also provide technical assistance on general disability employment-related issues.

**7. Sign Interpreter Associates, Inc.**  
301-946-9710  
[www.signlanguage.com](http://www.signlanguage.com)

Sign Interpreter Associates is a private interpreting service provider.