PACER's
N l Parent Center on
Transition and Emp ent

INSPIRING POSSIBILITIES

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1. Make sure your son or daughter knows these three things in order to request an accommodation:

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Accommodations can include many things, including:

- additional time to learn new responsibilities
- alarm watch or beeper
- checklists, pictures, symbols, or diagrams instead of words
- division of long assignments into smaller tasks
- ergonomic chair with extra padding or arm supports
- ergonomic tools, handle build-ups, or other tool adaptations
- extra breaks to allow for stress management techniques
- height-adjustable table or desk
- magnification of computer screens
- personal attendant
- reduction of workspace distractions

For more ideas, visit the JAN accommodations Web site: m/ / .m/

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2. Teach your young adult how and when to disclose information about his or her disability.

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Samantha was uncomfortable sharing her learning disability at her college. She had difficulty learning through lectures and needed to hear the same information from more than one source to fully understand the material. She was already using a small tape recorder for some of her classes and didn't feel there was a specific accommodation that the college could provide. Samantha was careful to select, when possible, professors that supplemented lecture materials with group activities and interactive projects. Samantha signed up for generic study support at the learning center and initiated group study sessions with other students. Her strengths helped others learn, and the group discussions reinforced the lecture materials. She took a light course load so she could work part-time. She loved the intern opportunities at her school and spent two semesters working at two different companies in her field. It took Samantha longer than four years to graduate from college, but when she did she had excellent work and intern experiences on her résumé. The employers who interviewed her were more interested in her varied work experiences than her final grade-point average, which was slightly above average.

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3. Teach your son or daughter ways to accommodate needs without disclosing.

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In relation to the ADA, reasonable accommodations are any modifiction or adjustment to a job or the work environment that enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. Examples of resonable accommodations include:

- stools for jobs that require a person to stand for long periods of time
- flexible work hours or breaks when it doesn't impair essential functions of the job
- alternative formats for written material, such as audio recording or color-coded instructions
- noise or distraction reduction strategies

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Job Accommodation Network (JAN)

: 800- A -7234 ( ), 877-781-9403 (TT)

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Noor graduated from a two-year nursing program. He compensated for the effects of his antidepressant medication by taking afternoon, evening, and Saturday classes in a program for working adults. His depression, an ongoing issue since middle school, would sometimes incapacitate him for weeks at a time. When he accepted a hospital job on third shift, he was reluctant to disclose his disability due to the possibility of being discriminated against for mental illness. He found night shifts to work well with his medication schedule and felt little or no stress working those hours. He saved up his vacation time so he could take time off during February, the month he typically had the most difficulty.

As Noor matured, he was more confident and successful in understanding and controlling his stress and depressive episodes. He still had times when it was difficult or impossible for him to report to work, but he carefully saved his sick and vacation days to cover those periods. His overall attendance record was comparable to that of his co-workers and did not cause a problem for his supervisor.