Utilizing the JAN Network
as an ADA Resource

ESIS®

Did you know that the ADA is a complex law with many facets and components?

Most people know basic facts about the Americans with Disabilities Act (ADA), such as the ADA makes it unlawful for employers with 15 or more employees to discriminate against a qualified individual with a disability. But did you know that the ADA is a complex law with many facets and components? It's critical to have a fundamental understanding of the ADA to help ensure that your company has a compliant and effective ADA process.

The ADA requires employers to provide reasonable accommodation(s) to qualified employees with a disability, unless the employer can demonstrate that doing so creates an undue hardship to the employer or poses a direct threat to the safety of the employee or others. The ADA currently covers employers with 15 or more employees, including state, federal sector, and local governments. The ADA also applies to employment agencies and labor organizations.

Due to the complexities of the law, employers at times may struggle to find reliable resources to answer questions regarding the ADA or the Americans with Disabilities Act Amendments Act (ADAAA), which significantly expanded the definition of disability in 2009. With the plethora of information on the web, employers may worry about the accuracy of online sources and compliance.

Fortunately, the Job Accommodation Network (JAN) offers current, trustworthy information for all aspects of the ADA and ADAAA.

JAN Network Resource

The JAN network is funded by the U.S. Department of Labor's Office of Disability Employment Policy and is a free resource that is packed with ADA information. It offers individualized solutions for workplace accommodations and includes specifics of the law, ADA resources, webinars, ADA forms, etc.

JAN offers multiple resources to help employers review accommodations or simply grow their knowledge base. Here are a few of JAN's valuable resources:

- **Searchable Online Accommodation Resource (SOAR)** is an area within the JAN site where users can explore various accommodation options for people with disabilities in work and educational settings.

- **ADA Audio Conference Series** offers users access to in-depth information on the ADA. This program is designed to enhance an individual's existing knowledge base or facilitate continued learning regarding regulations and trends under the ADA.

- JAN also has an ADA library with multiple articles, which provide answers to frequently asked questions and information that applies to different industries.

- The JAN site also contains useful sample templates that can be utilized when managing or reviewing ADA claims.

- **Accommodation and Compliance Series** area by disability is designed to help employers determine effective accommodations to comply with Title I of the ADA. Employees or anyone else seeking assistance in this area can also take advantage of this tool. Each publication in the series addresses a specific medical condition and provides information about the condition and ADA accommodation ideas. JAN also provides resources as well as additional useful information for employers.

References

https://askjan.org/about-us/index.cfm

https://www.eeoc.gov/eeoc/publications/fs-ada.cfm

One of the best aspects of the JAN site is that it provides free consulting services for all employers, irrespective of an employer's number of employees. Some of these services include one-on-one consultation about all aspects of job accommodations, including the accommodation process, accommodation ideas, product vendors, referral to other resources, and ADA-compliance assistance. Users can send questions via email or call the JAN network directly.

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Connect With Us

If you would like to meet with one of ESIS' team of leave management experts to discuss how we can partner with you to build an effective, integrated leave management solution for your organization, please contact:

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