

## TILES PARTNERS

Florida Department of Education/Bureau of  
Exceptional Education & Student Services  
(850) 245-0505 • [www.fldoe.org](http://www.fldoe.org)

Florida Department of Education/  
Division of Vocational Rehabilitation  
(800) 451-4327 • [www.rehabworks.org](http://www.rehabworks.org)

The Transition Center  
(352) 392-0107 • [www.thetransitioncenter.org](http://www.thetransitioncenter.org)

Disabilities Relations Group (DRG)  
(727) 523-1000 • [www.drgglobal.com](http://www.drgglobal.com)

Redlands Christian Migrant Association (RCMA)  
(941) 658-3560 • [www.rcma.org](http://www.rcma.org)

WorkNet Pinellas  
(727) 507-4300 • [www.worknetpinellas.org](http://www.worknetpinellas.org)

The ABLE TRUST  
(888) 838-ABLE (2253) • [www.abletrust.org](http://www.abletrust.org)

Professional Development Partnership  
(727) 873-4853 • [www.stpt.usf.edu](http://www.stpt.usf.edu)

Caring and Sharing Center  
for Independent Living (CASCIL)  
(727) 577-0065 • [www.cascil.org](http://www.cascil.org)

Advocacy Center for Persons  
with Disabilities, Inc.  
(813) 233-2920 • [www.advocacycenter.org](http://www.advocacycenter.org)

Florida Independent Living Council, Inc. (FILC)  
(877) 822-1993 • [www.flailc.org](http://www.flailc.org)

Florida Alliance for Assistive Services  
and Technology (FAAST)  
(850) 487-3278 • [www.faaast.org](http://www.faaast.org)

VSA Arts of Florida  
(813) 975-6972 • [www.vsafl.org](http://www.vsafl.org)

Florida Coalition for the Education of Individuals  
with Developmental Disabilities  
(561) 912-1231

disAbility Solutions for Independent Living, Inc.  
(386) 671-1960

Collier County Office  
of Exceptional Student Services  
(239) 377-0130

<http://www.collier.k12.fl.us/Candl/ese/index/asp>



2735 Whitney Road  
Clearwater, FL 33760

## TIP SHEET



TRANSITION, INDEPENDENT LIVING, EMPLOYMENT & SUPPORT

JOB ACCOMMODATIONS



A Project of  
**Family Network  
on Disabilities of Florida, Inc.**

2735 Whitney Road • Clearwater, FL 33760  
(800) 825-5736 • (727) 523-1130 • Fax (727) 523-8687  
Email: [tiles@fndfl.org](mailto:tiles@fndfl.org) • [www.fndfl.org](http://www.fndfl.org)

Job accommodations are modifications or adjustments to a job or work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions.

### Get Help With the Identification of Job Accommodations

The Job Accommodation Network is a **free service** of the Office of Disability Employment Policy (ODEP) of the U.S. Department of Labor.

(Call **800-526-7234** or refer to Additional Resources for additional options)

### Research the Costs and Options

Job Accommodations can be expensive; however, more than half of all accommodations cost less than \$500.

### Request Accommodations

Though it is not required by the ADA, it is suggested that employees ask for accommodations in writing. Job accommodations may also be identified as part of an IPE (Independent Plan for Employment).

### Know How Job Accommodations Are Funded

- Tax incentives available to employers
- Vocational Rehabilitation
- Alternative Finance Program loans from FFAST.org
- Self funded purchases
- Recycled equipment

### Know When an Employer Is Not Required to Meet the Required ADA Regulations

Smaller companies may not be required to provide accommodations, but Vocational Rehabilitation can be very helpful in providing assistance with job accommodations as part of implementing an individual's IPE (Independent Plan for Employment).



### Additional Resources

(Referenced resources are available in alternate formats upon request)

#### Job Accommodation Network (JAN)

A free service that provides employers, employment providers, people with disabilities, their family members, and other interested parties with information on job accommodations, self-employment, and small business opportunities and related subjects.

**Accommodations:** (800) 526-7234

**ADA Information:** (800) ADA-WORK  
(800-232-9675)

**Email:** jan@jan.icdi.wvu.edu

**Website:** www.jan.wvu.edu

#### Florida Department of Education - Division of Vocational Rehabilitation

Assists individuals with disabilities to pursue meaningful careers commensurate with their abilities.

2002 Old Saint Augustine Road, Building A,  
Tallahassee, FL 32301-4862

**Toll Free:** 866-515-3692

**Website:** http://rehabworks.org/