

JAN

Job Accommodation Network

Practical Solutions • Workplace Success



Under the Americans with Disabilities Act (ADA), an accommodation is considered any modification or adjustment to a job or work environment that enables a qualified person with a disability to apply for or perform a job.

Accommodations are highly cost effective.

Data collected by JAN reveal that **59 percent of accommodations cost nothing**, while the median, one-time expenditure for those that do is \$500—an expense that most employers report pays for itself many times over through reduced insurance and training costs and increased productivity.

JAN is the leading source of free, expert, and confidential guidance on workplace accommodations and the ADA.

**Ask us.
We can help!**

[AskJAN.org](https://www.AskJAN.org)



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Have questions about
workplace accommodations
or the Americans with
Disabilities Act (ADA)?

Ask JAN. We can help!

Connect with JAN

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💬 Online chat at AskJAN.org

☎ 800.526.7234 (Voice) • 877.781.9403 (TTY)

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