



Start with JAN: Resources for Small Business

The Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace.

Just-in-Time Training Modules: These modules can be used to train hiring personnel, human resources staff, front-line supervisors, and all managers on Using JAN, the Americans with Disabilities Act Amendments Act (ADAAA), and the Interactive Process. <http://AskJAN.org/training/library.htm>

Employers' Guide to Reasonable Accommodation Under the Americans with Disabilities Act: This Guide is a summary of the most frequent issues that employers have regarding accommodations and ADA compliance and JAN's practical ideas for resolving them. <http://AskJAN.org/Erguide/>

Searchable Online Accommodation Resource (SOAR): This self-directed system is designed to let users explore various accommodation options for people with disabilities in work settings. <http://AskJAN.org/soar/>

Tax Credit Resources: Learn about the Disabled Access Credit and other credits, which are available for small business to cover part of the cost of accommodation or for hiring an individual with a disability. <http://AskJAN.org/media/tax.html>

Spanish Resources: For those English and Spanish-speaking individuals who would like to help distribute JAN literature to the Hispanic community. <http://AskJAN.org/espanol/>



A service of the U.S. Department of Labor's Office of Disability Employment Policy

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JAN is a free consulting service designed to increase the employability of people with disabilities by: 1) providing individualized worksite accommodations solutions, 2) providing technical assistance regarding the Americans with Disabilities Act (ADA) and other disability related legislation, and 3) educating callers about self-employment options.