

# The Business & Disability Bulletin



V1 I2 September 2009

*disability is our business*

## **October is Disability & Employment Awareness Month**

Did you know there are federal tax incentives to encourage the employment of people with disabilities and to promote the accessibility of public goods and services?

[www.ada.gov/taxpack.htm](http://www.ada.gov/taxpack.htm) provides information on the tax credits and deductions you may be eligible to receive to recoup the cost of making reasonable accommodations and accessibility improvements. Share this information with your accountant today!

## **ADA Legal Issues Webinar: Employment and the ADA**

Offered by the Great Lakes ADA Center in Chicago, these 90 minute webinars are designed for professionals with a working knowledge of the ADA and are intended to support continued learning.

Past webinar topics include:

- Performance/conduct issues and the ADA Amendments Act
- Interplay between the ADA and Family Medical Leave Act (FMLA) &
- Pretext Cases: Sound business decision or discriminatory action?

Go to [www.ada-audio.org](http://www.ada-audio.org) to learn more about upcoming sessions, register for sessions, or check out the archives.

## **Policies, Procedures & Forms:**

### **Documenting the Reasonable Accommodation Process**

Disability Network Southwest Michigan suggests that companies periodically examine their policies and procedures for reasonable accommodation.

Having clear, written policies and guidelines protect your business as well as your employees. It is expected that the focus of EEOC complaint investigations will center around ensuring that employers adequately engaged in the interactive process to explore reasonable accommodations.

One resource for you to use as guidance is the Equal Employment Opportunity Commission's (EEOC) own internal policies, procedures, & forms related to reasonable accommodation:

[http://www.eeoc.gov/policy/docs/accommodation\\_procedures\\_eeoc.html](http://www.eeoc.gov/policy/docs/accommodation_procedures_eeoc.html)

Use the forms and policies you find on the EEOC website as templates to create or update your own company policies and procedures.

**Disability Network  
Southwest Michigan**  
517 E. Crosstown  
Kalamazoo, MI 49001  
(269) 345-1516

[www.dnswm.org](http://www.dnswm.org)

## Disability & Diversity

### NBC's "The More You Know" campaign includes disability

Community and corporate conversations are increasingly focusing on disability as a diversity issue. NBC television has been running a public awareness series for years called The More You Know that focuses on social and diversity issues. This month, the segment is about examining our attitude and assumptions about people with disabilities: [www.themoreyouknow.com/disability-awareness](http://www.themoreyouknow.com/disability-awareness) .



**How do you include disability in your workplace diversity conversations?**

## Epilepsy & Reasonable Accommodation

Three million Americans have epilepsy and other seizure disorders, and another 200,000 cases are diagnosed each year. As employers, we may know very little about seizure disorders, making it difficult to make informed decisions about accommodations. Below are links to two documents designed to help you navigate the reasonable accommodation process with employees with seizure disorders.

<http://www.eeoc.gov/facts/epilepsy.html>

This document link, **Questions and answers about epilepsy in the workplace and the Americans with Disabilities Act (ADA)**, from the Equal Employment Opportunity Commission (EEOC) provides practical information on complying with the ADA in an easy to read question-and-answer format.

<http://www.jan.wvu.edu/media/Epilepsy.pdf>

This document link, **Employees with Epilepsy or Seizure Disorder**, from the Job Accommodation Network (JAN) provides basic information about epilepsy and seizures and includes examples of accommodations in a variety of work situations. It provides questions to ask as you move through the accommodation request process.

### We'd love your feedback!

Did you find this issue useful or interesting? Did you take any action based on what you read here? Let us know at [feedback@dnswm.org](mailto:feedback@dnswm.org).

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