



The Future of work is Inclusive



Advocating For Workplace Accommodations: Understanding Your Rights and Support Options



Presented by John Bryson, Sr. Director, L&D and DEI

My Story

ADHDer
Advocate
Dad and Husband
Teacher
Mentor and Friend
Lifelong Learner
Comic Book Fan

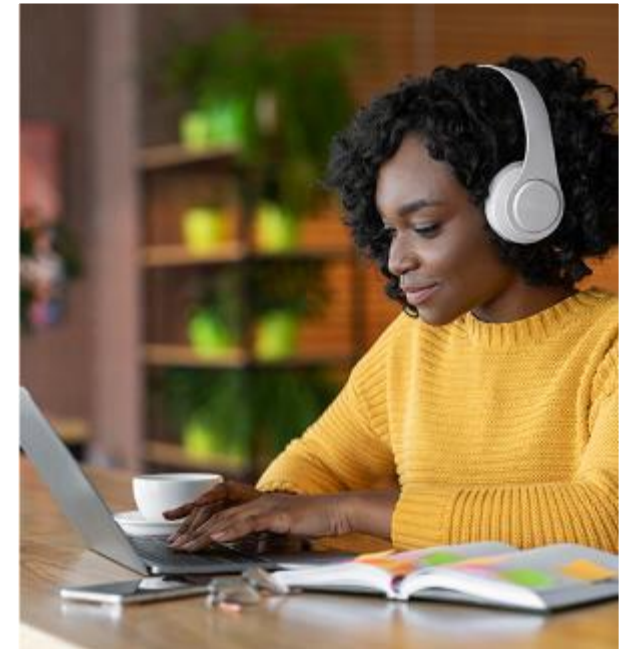


Here's the Plan!

- Understanding the ADA
- How to initiate THE conversation
- Matching Accommodations to YOUR needs

My goal by the end of this session:

You feel empowered and equipped to advocate for what you need!



ADA Quiz Time



What year was it
signed into law?

July 26, 1990



ADHD qualifies as a
disability under the ADA?

TRUE!



What does the ADA mean
for people with ADHD?

Right to request and receive
reasonable accommodations
AND not be discriminated
against!

What does it mean to be covered under the ADA?



ADHD qualifies as a disability under the ADA if it **substantially limits** daily activities.

Major life activities include:

- Concentrating
- Organizing tasks
- Working effectively

If ADHD significantly impacts your life or work, you have rights under the ADA.

It is VERY common for ADHD to be considered a disability under the ADA.

Protection From Discriination



- Hiring**

- Employers can't reject you solely because of ADHD if you're qualified for the job.

- Firing**

- You can't be fired or treated unfairly because of your ADHD or accommodation requests.

- Harassment**

- You have a right to a workplace free from harassment related to ADHD.

Limits of the ADA



- **Essential Job Duties**
 - Employers aren't required to remove or adjust essential job functions as an accommodation.
- **No Lowering Standards**
 - Employers don't have to lower performance or productivity standards.
- **Reasonable Accommodations Only**
 - Accommodations must be reasonable and should not cause undue hardship for the employer.

ADHD Pride Jam Break



THE Conversation



Try This...



**What is a challenge
you have or at work?**



**Reframe it as what you
need rather than what
you struggle with.**



Let's Practice

Key Point to Remember



- 1. Affirm Your Feelings**
- 2. Consider the Alternative**
- 3. Be Clear and Specific**
- 4. Focus on Needs**
- 5. Stay Calm and Confident**
- 6. Prepare for Questions**
- 7. Practice Makes It Easier**

So, What ARE Your Needs?

- What tasks/situations are consistently challenging?
 - Organization?
 - Planning?
 - Remembering details?
 - Managing deadlines?



What can you manage on your own without an accommodation?



Effective Accommodations



1. Simple Assistive Devices (Noise Cancelling Headphones)
2. Flexible Schedule
3. Check-Ins and Communication Guidelines
4. Task Prioritization Support
5. Breaks
6. Visual Reminders
7. Technology
8. Mentoring

Self-Help Strategies



1. Time Blocking

2. Body Doubling

3. Daily Planning Routine

4. Exercise and Movement

5. Mindfulness and Breathing Exercises

6. Positive Self-Talk

7. Limit Distractions

8. Clean Environment

RESOURCE!! JAN

The screenshot shows the JAN website with a dark blue header. The navigation bar includes links for Employers, Individuals, A to Z, Situations & Solutions Finder, MyJAN, Publications, Training, COVID-19, and About JAN. The main content area features a large blue box on the left with the text: "Curious about the ways employers accommodate workers with disabilities? Search the **NEW Situations and Solutions Finder** at AskJAN.org". Below this is the JAN logo and the text: "JAN is the leading source of free, expert, and confidential guidance on workplace accommodations. Need assistance exploring accommodation solutions? Ask JAN! We can help. (800) 526-7234". To the right of this text is a photo of a person using a laptop with the text "Find workplace accommodation scenarios by disability, limitation, or occupation." and a magnifying glass icon. Further right is a large yellow arrow pointing up. Below the arrow is the text "Practical Solutions | Workplace Success". On the far right is a section titled "Follow JAN on Social Media" with the JAN logo and the text "Job Accommodation Network". Below this is a post about National Disability Employment Awareness Month (NDEAM) with a Facebook icon and the text "What can YOU do to celebrate NDEAM? Review your organization's policies, establish an employee resource group, train people leaders on disability inclusion, and more! #NDEAM". At the bottom right is a red button that says "Employer Live Chat".

JAN
Job Accommodation Network

Employers Individuals A to Z Situations & Solutions Finder MyJAN Publications Training COVID-19 About JAN

Curious about the ways employers accommodate workers with disabilities?

Search the **NEW Situations and Solutions Finder** at AskJAN.org

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Job Accommodation Network

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Find workplace accommodation scenarios by disability, limitation, or occupation.

Practical Solutions | Workplace Success

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National Disability Employment Awareness Month (NDEAM)

about 6 hours ago

What can YOU do to celebrate NDEAM? Review your organization's policies, establish an employee resource group, train people leaders on disability inclusion, and more! #NDEAM

U.S. Department of Labor

Employer Live Chat

Job Accommodation Network

<https://askjan.org/>

Q&A

Ask Me Anything!



Thank you!



Changing Culture Through Education

2024