

DEPARTMENT OF HOMELAND SECURITY  
Federal Law Enforcement Training Centers  
Reasonable Accommodation Resources

**U.S. Equal Employment Opportunity Commission (EEOC):** <https://www.eeoc.gov/federal/> 1-800-669-3362 (Voice) 1-800-800-3302 (TT). The EEOC website has many free documents on the applicable laws, regulations, and executive orders pertaining to disability discrimination, reasonable accommodation, and undue hardship.

**Job Accommodation Network (JAN):** JAN provides **free** consultant services and provides guidance to employees and employers on workplace accommodations and disability issues, including individualized accommodation suggestions. JAN's telephone number is 800-526-7234 and website is <https://askjan.org/index.cfm>.

**Computer/Electronic Accommodations Program (CAP):** CAP provides **free** consultation and needs assessment services to Federal Government employees who are in need of assistive technology devices. CAP's telephone number is 833-227-3272, videophone is 571-384-5629, and website is <https://www.cap.mil/>.

**OPM Reasonable Accommodation Page:** This page contains information on what reasonable accommodation is and provides information about the various executive orders issued pertaining to people with disabilities in the Federal Workforce. <http://www.opm.gov/disability/reasonable-accommodation.asp>.

**Department of Labor—Office of Disability Employment Policy:** This page provides helpful links to information such as recruitment, hiring, and retention of individuals with disabilities, and best practices for having a disability-inclusive workforce and disability inclusion. <http://www.dol.gov/odep/topics/Employers.htm>.

**Employer Assistance and Resource Network on Disability Inclusion (EARN):** This website offers tools and resources designed to help employers build inclusive workplace cultures. Explore **free** online training opportunities on a variety of topics. <http://www.askearn.org>