

LOW COST ACCOMMODATIONS

Accommodations help employers keep valuable employees, increase attendance and productivity, add to company's diversity and improve company morale. According to the Job Accommodations Network (JAN), 59% of employers report that job accommodations cost nothing. 36% of employers state an accommodation was a one-time cost. Below are some low cost products and strategies that may be helpful for people with mental health conditions.

Low or No Cost Products:

- Alternative/full spectrum/natural lighting
- Anti-fatigue matting
- Apps for concentration, emotional control
- Cubical doors, shields, shades
- Desk and electronic organizers
- Desk pedal exercisers
- Environmental sound machines/white noise
- Ergonomic equipment
- Fidget devices
- Mounted mirror to see people approaching
- Noise cancelling headphones
- Recorder – used to remember info
- Semiprivate workspace/back to wall/facing colleagues
- Sensor mat to notify when someone enters
- Simulated sky/windows
- Sun boxes, lights, simulating desk lamps
- Talking key ring
- Timers/watches, vibrating watches
- Wall calendar/planners

Strategies:

- Color coded systems
- Behavior modification techniques
- Flexible scheduling
- Job restructuring
- Modified break schedule/periodic rest breaks
- Task flow chart/task separation/task rotation
- Telework/remote work
- Uninterrupted work time
- Unpaid breaks
- Verbal cues
- Modified workspace
- Alternate means of communication: email, text, paper, in person, phone
- Approved time off for treatment, counseling sessions, support meetings
- Relocating marginal functions of job or exchanging with co-worker