

Reasonable Accommodations (RA) Policy and Process Overview

Citywide Equity and Inclusion

Resource Guide

Resources: Disability

Job Accommodation Network (JAN)

<http://www.askjan.org/>

Mayor's Office for People with Disabilities

100 Gold Street 2nd Floor

New York, NY 10038

<http://nyc.gov/mopd>

311

212-NEW-YORK (Out of City)

711 (Relay Service for Deaf/Hard of Hearing)

New York State Division of Human Rights

<http://www.dhr.ny.gov/>

<http://www.dhr.ny.gov/sites/default/files/pdf/466-11-and-Appendix.pdf>

U.S. Equal Employment Opportunity Commission (EEOC)

1-800-669-4000

(TTY) 1-800-669-6820

info@eeoc.gov

The EEOC has published many documents that provide guidance on ADA requirements. These documents are available at www.eeoc.gov. Some examples include:

Reasonable Accommodation and Undue Hardship Under the ADA

<http://www.eeoc.gov/policy/docs/accommodation.html>

Disability-Related Inquiries & Medical Examinations of
Employees under the ADA

<http://www.eeoc.gov/policy/docs/guidance-inquiries.html>

Resources: Disability

Application of the ADA to the Contingent Workers
Placed By Temporary Agencies & Other Staffing Firms
<http://www.eeoc.gov/policy/docs/guidance-contingent.html>

ADA and Psychiatric Disabilities
<http://www.eeoc.gov/policy/docs/psych.html>

Enforcement Guidance: Workers' Compensation & the ADA
<http://www.eeoc.gov/policy/docs/workcomp.html>

Pre-employment Disability-Related Questions & Medical Examinations
<http://www.eeoc.gov/policy/docs/preemp.html>

FMLA, ADA, and Title VII
<http://www.eeoc.gov/policy/docs/fmlaada.html>

Q&A: Intellectual Disabilities in the Workplace & the ADA
http://www.eeoc.gov/facts/intellectual_disabilities.html

Job Applicants and the ADA
<http://www.eeoc.gov/facts/jobapplicant.html>

Telework as a Reasonable Accommodation
<http://www.eeoc.gov/facts/telework.html>

Resources: Mental Health

U.S. National Suicide Prevention Lifeline: 800-273-TALK (8255)

Help for Veterans: 800-273-TALK - Press 1

Help for GLBT: Trevor Project - Trevor Lifeline - 1-866-488-7386
(includes chat, text and support space)

Mental Health Association of NYC: 800-Lifenet (800-543-3638) or
800lifenet.org

NYC Well: 888-NYC-WELL (888-692-9355) Press 2 or text “well” to
65173 or <https://nycwell.cityofnewyork.us/en/>

Resources: Other Bases

RELIGION

**EEOC Compliance Manual:
Section 12 - Religion**

<http://www.eeoc.gov/policy/docs/religion.html>

VICTIMS OF DOMESTIC VIOLENCE

New York City Commission on Human Rights

<http://www.nyc.gov/html/cchr/html/publications/domestic-violence.shtml>

New York State Division of Human Rights

http://www.dhr.ny.gov/sites/default/files/pdf/domestic_violence.pdf

PREGNANCY

New York State Division of Human Rights

<http://www.dhr.ny.gov/sites/default/files/pdf/pregnancy.pdf>

NYC Commission on Human Rights (Pregnancy, childbirth, and related medical condition).

<http://www.nyc.gov/html/cchr/html/publications/pregnancy-employment-poster.shtml>

EEOC

<http://www.eeoc.gov/laws/types/pregnancy.cfm>