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**ACCOMMODATION STRATEGIES FOR RETURNING TO WORK DURING THE COVID-19 PANDEMIC**

In response to inquiries on the topic, the Office of Disability Employment Policy-supported Job Accommodation Network (JAN) published a blog post titled “[Accommodation Strategies for Returning to Work During the COVID-19 Pandemic.](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDEsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDA4MjQuMjYwMTkwNTEiLCJ1cmwiOiJodHRwczovL2Fza2phbi5vcmcvYmxvZ3MvamFuLzIwMjAvMDgvYWNjb21tb2RhdGlvbi1zdHJhdGVnaWVzLWZvci1yZXR1cm5pbmctdG8td29yay1kdXJpbmctdGhlLWNvdmlkLTE5LXBhbmRlbWljLmNmbT91dG1fc291cmNlPWdvdmRlbGl2ZXJ5JnV0bV9tZWRpdW09ZW1haWwmdXRtX2NhbXBhaWduPU9ERVBfQnVzaW5lc3NfU2Vuc2VfOC0yMDIwIn0.FJ5uJStc_Py10Ok_hTNXC-C8X5-gmTUKGiBYUcgrrdI/s/641637435/br/82713276820-l)” The post outlines general strategies for accommodating employees with disabilities in the following categories: General Solutions for Limiting the Risk of Exposure to COVID-19, Solutions to Address Physical Distancing Needs, and Solutions to Address Communication Needs. Examples include requiring employees to stay home if sick or exhibiting symptoms of illness, providing cloth face coverings and gloves, staggering or spacing-out workstations, and allowing communication among employees and customers using remote methods.

[**https://askjan.org/blogs/jan/2020/08/accommodation-strategies-for-returning-to-work-during-the-covid-19 pandemic.cfm?utm\_source=govdelivery&utm\_medium=email&utm\_campaign=ODEP\_Business\_Sense\_8-2020**](https://askjan.org/blogs/jan/2020/08/accommodation-strategies-for-returning-to-work-during-the-covid-19%20pandemic.cfm?utm_source=govdelivery&utm_medium=email&utm_campaign=ODEP_Business_Sense_8-2020)

The blog also emphasizes that businesses should consult the evolving guidance from the Centers for Disease Control and Prevention (CDC) and state and local public health authorities regarding resuming business operations, returning employees to work, and workplace safety. The CDC and the U.S. Department of Labor's Occupational Safety and Health Administration provide worker safety and support guidance for a variety of workplace settings.

To learn more about reasonable accommodations—whether in the context of COVID-19 or any

circumstance—[contact JAN](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDIsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDA4MjQuMjYwMTkwNTEiLCJ1cmwiOiJodHRwczovL2Fza2phbi5vcmcvY29udGFjdC11cy5jZm0_dXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSZ1dG1fbWVkaXVtPWVtYWlsJnV0bV9jYW1wYWlnbj1PREVQX0J1c2luZXNzX1NlbnNlXzgtMjAyMCJ9.BT_kv_sK0xMcgZe2Ot0IJY5EvSIoUOR80LTpBRP9Bmg/s/641637435/br/82713276820-l).