JAN
Job Accommodation Network
Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Parkinson's Disease

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AskJAN.org

ODEP
Office of Disability Employment Policy

Funded by a contract with the Office of Disability Employment Policy, U.S. Department of Labor

Preface

The Job Accommodation Network (JAN) is funded by a contract with the Office of Disability Employment Policy, U.S. Department of Labor. JAN makes documents available with the understanding that the information be used solely for educational purposes. The information is not intended to be legal or medical advice. If legal or medical advice is needed, appropriate legal or medical services should be contacted.

JAN does not endorse or recommend any products or services mentioned in this publication. Although every effort is made to update resources, JAN encourages contacting product manufacturers/vendors and service providers directly to ensure that they meet the intended purposes. This guarantees that the most up-to-date information is obtained.

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Updated 08/14/2019.

JAN'S Accommodation and Compliance Series

Introduction

JAN's Accommodation and Compliance Series is designed to help employers determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). Each publication in the series addresses a specific medical condition and provides information about the condition, ADA information, accommodation ideas, and resources for additional information.

The Accommodation and Compliance Series is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers are encouraged to contact JAN to discuss specific situations in more detail.

For information on assistive technology and other accommodation ideas, visit JAN's Searchable Online Accommodation Resource (SOAR) at https://askjan.org/soar.

Information about Parkinson's Disease

Parkinson's disease (PD) is a chronic, slowly progressive neurological condition. PD can produce various symptoms such as resting tremors on one side of the body, slowness of movement, stiffness of limbs, gait or balance problems, small cramped handwriting, lack of arm swing, decreased facial expression, lowered voice volume, feelings of depression or anxiety, episodes of feeling "stuck in place" when initiating a step, slight foot drag, increase in dandruff or oily skin, and less frequent blinking and swallowing.

JAN's Effective Accommodation Practices (EAP) Series: Executive Functioning Deficits is a publication detailing accommodations for individuals with limitations related to executive functioning. These ideas may be helpful in determining accommodations.

Parkinson's Disease and the Americans with Disabilities Act

The ADA does not contain a list of medical conditions that constitute disabilities. Instead, the ADA has a general definition of disability that each person must meet. A person has a disability if he/she has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having an impairment. For more information about how to determine whether a person has a disability under the ADA, see How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act (ADAAA).

Accommodating Employees with Parkinson's Disease

People with Parkinson's disease may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware that not all people with Parkinson's disease will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

Questions to Consider:

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Has the employee been consulted regarding possible accommodations?
6. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
7. Do supervisory personnel and employees need training?

Accommodation Ideas:

Limitations

Decreased Stamina/Fatigue

- Aide/Assistant/Attendant
- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic Assessments
- Ergonomic Equipment
- Flexible Schedule
- Job Restructuring
- Periodic Rest Breaks
- Scooters

- Stand-lean Stools
- Telework, Work from Home, Working Remotely
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchairs
- Worksite Redesign / Modified Workspace

Executive Functioning Deficits

- Apps for Concentration
- Apps for Memory
- Checklists
- Color Coded System
- Cubicle Doors, Shields, and Shades
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Extra Time
- Flexible Schedule
- Form Generating Software
- Full Spectrum or Natural Lighting Products
- Job Coaches
- Job Restructuring
- Marginal Functions
- Memory Software
- Modified Break Schedule
- Noise Canceling Earbuds
- Noise Canceling Headsets
- On-site Mentoring
- Recorded Directives, Messages, Materials
- Reminders
- Sound Absorption and Sound Proof Panels
- Speech Recognition Software
- Sun Boxes and Lights

- Sun Simulating Desk Lamps
- Timers and Watches
- Wall Calendars and Planners
- Written Instructions

Memory Loss

- Additional Training Time / Training Refreshers
- Apps for Memory
- Electronic Organizers
- Memory Software
- Recorded Directives, Messages, Materials
- Reminders
- Support Person
- Verbal Cues
- Wall Calendars and Planners
- Written Instructions

Mental Confusion

- Job Coaches
- Marginal Functions
- On-site Mentoring
- PDAs, Notetakers, and Laptops
- Reminders
- Supervisory Methods
- Training Modifications
- Written Instructions

Organizing/Planning/Prioritizing

- Applications (apps)
- Apps for Organization/ Time Management
- Color-coded Manuals, Outlines, and Maps
- Electronic Organizers
- Ergonomic Equipment

- Job Coaches
- Job Restructuring
- On-site Mentoring
- Organization Software
- Professional Organizers
- Reminders
- Supervisory Methods
- Task Identification
- Task Separation
- Timers and Watches
- Wall Calendars and Planners
- Written Instructions

Overall Body Coordination

- Canes
- Personal Transportation and Mobility Products
- Rollators and Rolling Walkers
- Scooters
- Walkers
- Walkers with Seats

Overall Body Weakness/Strength

- Move Items/People
    - Animal Lift Tables
    - Battery Powered Lift Tables
    - Compact Material Handling
    - Lift Tables
    - Linen Carts
    - Multi-Purpose Carts
    - Patient Lifts (General)
- Workspace Access
    - Adjustable and Ergonomic School Desks and Equipment

- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic and Adjustable Office Chairs
- Ergonomic Equipment
- Foldable / Transport Wheelchairs
- Forearm Supports
- Grab Bars
- Independent Living Aids
- Large-Rated Scooters
- Large-Rated Wheelchairs
- Office Chairs with Brakes and Locking Casters
- Personal Safety and Fall Alert Devices
- Personal Transportation and Mobility Products
- Power Assist for Manual Wheelchairs
- Scooters
- Stair Lifts
- Stand-lean Stools
- Stand-up Wheelchairs
- Toileting Aids
- Walkers
- Walkers with Seats
- Wearable Anti-fatigue Matting
- Wheelchairs
- Worksite Redesign / Modified Workspace

Spasm/Tic/Tremor/Blinking

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Alternative Mice - Limiting Tremors
- Auto-dialers

- Book Holders
- Compact Material Handling
- Door Knob Grips and Handles
- Eating Aids
- Ergonomic and Pneumatic Tools
- Ergonomic Equipment
- Expanded Keyboards
- Extra Grip Gloves
- Forearm Supports
- Grip Aids
- Hands-free Telephones
- Job Restructuring
- Keyguards
- Money Handling Products
- On-Screen Keyboards
- One-Handed Keyboards
- Outgoing Voice Amplification - Telephone
- Padded Edging
- Page Turners
- Periodic Rest Breaks
- Scribe/Notetaker
- Speech Recognition Software
- Switches
- Tongue Touch Keyboards/Mice
- Tool Balancers
- Typing / Keyboarding Aids
- Vacuum Lifts
- Vacuum Pickup Tools
- Voice Recognition Memory Devices
- Word Prediction/Completion and Macro Software
- Writing Aids

Stress Intolerance

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Supervisory Methods
- Support Animal
- Support Person

Take Medication

- Flexible Schedule
- Medication Reminders
- Policy Modification
- Rest Area/Private Space
- Telework, Work from Home, Working Remotely

Unable to Work Alone

- Alerting Devices
- Apps for Anxiety and Stress
- Apps for Memory
- Behavior Modification Techniques
- Counseling/Therapy
- Disability Awareness/Etiquette Training
- Employee Assistance Program
- Flexible Schedule
- Job Restructuring
- Plan of Action
- Supervisory Methods

- Support Animal
- Support Person

Walking

- Aide/Assistant/Attendant
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Anti-fatigue Matting
- Foldable / Transport Wheelchairs
- Large-Rated Scooters
- Large-Rated Wheelchairs
- Personal Transportation and Mobility Products
- Reclining Wheelchairs
- Rollators and Rolling Walkers
- Scooters
- Scooters for Small Stature
- Telework, Work from Home, Working Remotely
- Walkers
- Walkers for Tall Individuals
- Walkers with Seats
- Wearable Anti-fatigue Matting
- Wheelchairs
- Wheelchairs for Small Stature
- Worksite Redesign / Modified Workspace

Work-Related Functions

Commute

- Flexible Schedule
- Ridesharing/Carpooling
- Telework, Work from Home, Working Remotely
- Transportation Assistance

Off Site Access

- Accessible Vehicles
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Flexible Schedule
- Personal Transportation and Mobility Products
- Scooters
- Telework, Work from Home, Working Remotely
- Transportation Assistance

Parking

- Accessible Parking Space
- Flexible Schedule
- Telework, Work from Home, Working Remotely
- Wheelchairs

Safety Standards

- Additional Training Time / Training Refreshers
- Aerial Lifts
- Alerting Devices
- Body Protection
- Break Reminder Software
- Custom Shoes
- Cut and Puncture Resistant Gloves and Sleeves
- Designated Responders
- Ergonomic Assessments
- Ergonomic Equipment
- Fall Protection
- Machine Guards and Shields
- Personal Safety and Fall Alert Devices
- Plan of Action
- Rolling Safety Ladders
- Stair Tread/Tape

- Task Rotation
- Vehicle Rear Vision System
- Workplace Safety
- Established Routes of Travel for Heavy Equipment/Vehicles

Use Cognitive Function

- Additional Training Time / Training Refreshers
- Aide/Assistant/Attendant
- Color Coded System
- Counting/Measuring Aids
- Electronic Dictionaries
- Electronic Organizers
- Extra Time
- Job Coaches
- Line Guides
- Marginal Functions
- Modified Break Schedule
- On-site Mentoring
- Reassignment
- Reminders
- Service Animal
- Support Person
- Training Modifications
- Uninterrupted Work Time

Work Site Access

- Accessible Toilets and Toilet Seats
- Adjustable Workstations for Industrial Settings
- Adjustable Workstations for Office Settings
- Alternative Locks
- Anti-fatigue Matting
- Braille and/or ADA Signage

- Building Accessibility Products
- Door Knob Grips and Handles
- Flexible Schedule
- Portable Ramps
- Ramps
- Scooters
- Service Animal
- Support Animal
- Telework, Work from Home, Working Remotely
- Wearable Anti-fatigue Matting
- Wheelchair Lifts
- Wheelchairs
- Worksite Redesign / Modified Workspace

Situations and Solutions:

A teacher with Parkinson's disease was having difficulty standing in front of the classroom to write on the board.
The individual was accommodated with a scooter and a laptop and PC projector. She was then able to remain seated while using the computer and projector to display information to the class.

A consultant with Parkinson's disease was having difficulty getting to work on time.
He was accommodated with flexible scheduling so he could use public transportation.

A file clerk with Parkinson's disease was having difficulty meeting the physical demands of the job, including walking between work areas, standing at filing cabinets, and carrying files.
The individual was accommodated with a power scooter with a basket and a stand/lean stool.

A supervisor with Parkinson's disease was having difficulty managing fatigue.
The employer provided a private rest area with a cot so the individual could take breaks throughout the day.

A customer service representative with Parkinson's disease was having difficulty manipulating his mouse, writing, standing to greet people, and communicating effectively.
He was accommodated with a trackball, writing aid, stool with lift cushion, and speech amplification.

A secretary with Parkinson's disease and hand tremors was having difficulty using a keyboard, writing, manipulating manuals, and filing.
She was accommodated with a keyguard, typing aid, page turner, and open files.

A technician with Parkinson's disease was having difficulty concentrating.
The employee's supervisor provided written job instructions when possible and allowed the individual to have periodic rest breaks. In addition, she was moved to a corner cubical where distractions were minimized with strategically placed baffles.

An engineer with Parkinson's disease was having difficulty concentrating and communicating.
The individual was accommodated with a quiet office free from distractions. In addition, her supervisor implemented a policy of scheduled interruptions with written reminders and assignments. The individual was also provided with a communication device.

An office assistant with tremors and fatigue caused by Parkinson's disease was having difficulty typing the number of words per minute required by her employer.

The individual rearranged her workstation to reduce distractions and her employer offered flexible scheduling. Her word processing software was programmed with macros to reduce keystrokes and she was given speech recognition software.

Products

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at https://askjan.org/soar is designed to let users explore various accommodation options. Many product vendor lists are accessible through this system; however, JAN provides these lists and many more that are not available on the Web site upon request. Contact JAN directly if you have specific accommodation situations, are looking for products, need vendor information, or are seeking a referral.

Resources

Job Accommodation Network
West Virginia University
PO Box 6080
Morgantown, WV 26506-6080
Toll Free: (800) 526-7234
TTY: (304) 293-7186
Fax: (304) 293-5407
jan@askjan.org
http://AskJAN.org

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

Office of Disability Employment Policy
200 Constitution Avenue,
NW, Room S-1303
Washington, DC 20210
Toll Free: (866) 633-7365
odep@dol.gov
http://dol.gov/odep

The Office of Disability Employment Policy (ODEP) is an agency within the U.S. Department of Labor. ODEP provides national leadership to increase employment opportunities for adults and youth with disabilities while striving to eliminate barriers to employment.

Alzheimer's Association
225 N. Michigan Avenue
Floor 17
Chicago, IL 60601-7633
Toll Free: (800) 272-3900
info@alz.org
http://www.alz.org

The Alzheimer's Association is the leading, global voluntary health organization in Alzheimer's care and support, and the largest private, nonprofit funder of Alzheimer's research.

American Parkinson Disease Association, Inc.
135 Parkinson Avenue
Staten Island, NY 10305
Toll Free: (800) 223-2732
Direct: (718) 981-8001
Fax: (718) 981-4399
apda@apdaparkinson.org
http://www.apdaparkinson.org

The American Parkinson Disease Association provides information on local resources, publications, videos, and referrals.

American Physical Therapy Association
http://www.moveforwardpt.com/Default.aspx

MoveForwardPT.com is the official consumer information website of the American Physical Therapy Association.

Brain & Behavior Research Foundation
90 Park Avenue,
16th Floor
New York, NY 10016
Toll Free: (800) 829-8289
Direct: (646) 681-4888
info@bbrfoundation.org
https://bbrfoundation.org/

The Brain & Behavior Research Foundation is committed to alleviating the suffering caused by mental illness by awarding grants that will lead to advances and breakthroughs in scientific research.

Charlie Foundation for Ketogenic Therapies
515 Ocean Ave.
#602N
Santa Monica, CA 90402
Direct: (310) 393-2347
http://www.charliefoundation.org/

The Charlie Foundation for Ketogenic Therapies was founded in 1994 to provide information about diet therapies for people with epilepsy, other neurological disorders and tumorous cancers.

Genetic and Rare Diseases Information Center (GARD)
P.O. Box 8126
Gaithersburg, MD 20898-8126
Toll Free: (888) 205-2311
Fax: (301) 251-4911
https://rarediseases.info.nih.gov/

The Genetic and Rare Diseases (GARD) Information Center is a program of the National Center for Advancing Translational Sciences (NCATS) and funded by two parts of the National Institutes of Health (NIH): NCATS and the National Human Genome Research Institute (NHGRI). GARD provides the public with access to current, reliable, and easy to understand information about rare or genetic diseases in English or Spanish.

International Parkinson and Movement Disorder Society
555 East Wells Street
Suite 1100
Milwaukee, WI 53202
Direct: (414) 276-2145
Fax: (414) 276-3349
info@movementdisorders.org
http://www.movementdisorders.org/MDS.htm

The International Parkinson and Movement Disorder Society (MDS) is a professional society of over 4,500 clinicians, scientists and other healthcare professionals dedicated to improving the care of patients with movement disorders through education and research.

Mayo Clinic
13400 E. Shea Blvd.
Scottsdale, AZ 85259
Direct: (480) 301-8000
http://www.mayoclinic.org/

The Mayo Clinic's mission to inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

MedlinePlus
8600 Rockville Pike
Bethesda, MD 20894
custserv@nlm.nih.gov
https://www.nlm.nih.gov/medlineplus/

MedlinePlus is the National Institutes of Health's Web site for patients and their families and friends. Produced by the National Library of Medicine, the world's largest medical library, it brings you information about diseases, conditions, and wellness issues in language you can understand. MedlinePlus offers reliable, up-to-date health information, anytime, anywhere, for free.

Created by the U.S. National Library of Medicine

Michael J. Fox Foundation for Parkinson's Research
Grand Central Station
PO Box 4777
New York, NY 10163-4777
Toll Free: (800) 708-7644
https://www.michaeljfox.org/

The Michael J. Fox Foundation is dedicated to finding a cure for Parkinson's disease through an aggressively funded research agenda and to ensuring the development of improved therapies for those living with Parkinson's today.

National Association for Continence
PO Box 1019
Charleston, SC 29402
Toll Free: (800) 252-3337
http://www.nafc.org/

The focus of the National Association for Continence is to provide quality continence care through education, collaboration, and advocacy. We offer up many different avenues so you can start to have important and meaningful conversation about your experience with incontinence. Here you can read in-depth explanations and get straight talk about every type of continence from medical experts. We can even help you connect with physicians local to you who specialize in dealing with this life-altering condition.

National Center for Biotechnology Information
8600 Rockville Pike
Bethesda, MD 20894
pubmedcentral@ncbi.nlm.nih.gov
http://www.ncbi.nlm.nih.gov/

MISSION: IMS brings together an international community of health care professionals, researchers, educators, and others to improve care and transform delivery of treatment to those suffering from soft tissue pain through the promotion and exchange of globally recognized research, education, and innovation in patient care.

National Human Genome Research Institute
31 Center Drive, MSC 2152
9000 Rockville Pike
Bethesda, MD 20892-2152
Direct: (301) 402-0911
Fax: (301) 402-2218
https://www.genome.gov/

NHGRI's mission has expanded to encompass a broad range of studies aimed at understanding the structure and function of the human genome and its role in health and disease. To that end NHGRI supports the development of resources and technology that will accelerate genome research and its application to human health. A critical part of the NHGRI mission continues to be the study of the ethical, legal and

social implications (ELSI) of genome research. NHGRI also supports the training of investigators and the dissemination of genome information to the public and to health professionals.

National Institute of Neurological Disorders and Stroke
P.O. Box 5801
Bethesda, MD 20824
Toll Free: (800) 352-9424
Direct: (301) 496-5751
http://www.ninds.nih.gov

The NINDS, an agency of the U.S. Federal Government and a component of the National Institutes of Health and the U.S. Public Health Service, is a lead agency for the congressionally designated Decade of the Brain, and the leading supporter of biomedical research on disorders of the brain and nervous system.

National Institute on Aging
31 Center Drive
MSC 2292
Bethesda, MD 20892
Toll Free: (800) 222-2225
niaic@nia.nih.gov
https://www.nia.nih.gov/

At NIA, our mission is to discover what may contribute to a healthy old age as well as to understand and address the disease and disability sometimes associated with growing older. In pursuit of these goals, our research program covers a broad range of areas, from the study of basic cellular changes that occur with age to the examination of the biomedical, social, and behavioral aspects of age-related conditions, including Alzheimer's disease.

National Organization for Rare Disorders
55 Kenosia Avenue
Danbury, CT 06813-1968
Toll Free: (800) 999-6673
Direct: (203) 744-0100
Fax: (203) 263-9938
http://www.rarediseases.org

NORD is a unique federation of voluntary health organizations dedicated to helping people with rare "orphan" diseases and assisting the organizations that serve them. NORD is committed to the identification, treatment, and cure of rare disorders through programs of education, advocacy, research, and service.

National Parkinson Foundation
200 SE 1st Street
Suite 800
Miami, FL 33131
Toll Free: (800) 473-4636
Fax: (305) 537-9901
contact@parkinson.org
http://www.parkinson.org/

The purpose of this Foundation is to find the cause and cure for Parkinson's Disease and allied neurological disorders through research, to provide diagnostic training and therapeutic services and to educate the general medical practitioners on how to detect the early warning signs of Parkinson's Disease. National Parkinson's Foundation

Parkinson Society Canada
4211 Yonge Street,
Suite 316
Toronto, Ontario M2P2A-P2A9
Toll Free: (800) 565-3000
Direct: (416) 227-9700
Fax: (416) 227-9600
info@parkinson.ca
http://www.parkinson.ca

The Parkinson Foundation of Canada is a non-profit, national charitable organization. The Foundation raises money through endowment funds, corporate sponsorships, and public donations. Finding the cause and cure for Parkinson's disease remains its chief mission.

Parkinson's Institute, The
675 Almanor Avenue
Sunnyvale, CA 94085-2934
Toll Free: (800) 655-2273
Direct: (408) 734-2800
info2@thepi.org
http://www.thepi.org/

The mission of The Parkinson's Institute (The PI) is to provide comprehensive patient care, while discovering new treatment options to improve the quality of life for all Parkinson's disease (PD) patients. As America's only independent non-profit organization combining research and patient care for PD under one roof, we are committed to changing the landscape of movement disorder treatment and research. Since its founding, The PI has helped thousands of PD patients better manage their disease, developed new treatments for PD, and published groundbreaking research aimed to close the gap between science and practical care. By focusing on all three avenues of PD - cause, care and cure - The PI is a powerful force in PD research.

Remedy's Health Communites
http://www.healthcommunities.com

Remedy Health Media is America's fastest growing health information and technology company. We are a leading provider of clinical resources and wellness tools that help millions of patients and caregivers live healthier, more fulfilled lives.

Our mission is to empower patients and caregivers with the information and applications needed to efficiently navigate the healthcare landscape and as a result, to permit better health outcomes through use of our products and services.

The Bachmann-Strauss Dystonia & Parkinson Foundation, Inc.
P.O. Box 38016
Albany, NY 12203
Direct: (212) 509-0995
lfreeman@michaeljfox.org
http://www.dystonia-parkinsons.org/

The Bachmann-Strauss Dystonia & Parkinson Foundation ("BSDPF") is a 501(c)(3) nonprofit organization dedicated to finding better treatments and cures for the movement disorders dystonia and Parkinson's disease.

U.S. Department of Veterans Affairs
Toll Free: (844) 698-2311
http://www.va.gov/

The Agency is responsible for providing employment, training, educational and reemployment rights information and assistance to veterans, and other military personnel who are preparing to transition from the military. Also provide hearing aids. All World War I veterans are eligible to receive free hearing aids. Other veterans can receive free hearing aids if their hearing loss is at least 50% service-related.

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