Workplace Accommodation Resources

Ask JAN

About: The Job Accommodation Network is an organization that provides free, expert, and confidential guidance on workplace accommodation and technical assistance on Title I of the American with Disabilities Act (ADA). They are funded by the U.S. Department of Labor's Office of Disability Policy.

Specific Page(s):

- **ADHD Page**
    - This page provides a brief summary of ADHD-related impairments and comprehensive suggestions for workplace accommodations. Statements are made with minimal evidence.
- **Accommodation Toolkit**
    - This page provides various materials to guide employers through providing and maintaining workplace accommodations
- **Employee Hiring Guide**
    - This page provides a guide to employers on providing workplace accommodations specifically during the hiring process.

Ask Earn

About: The Employer Assistance and Resource Network on Disability provides various resources and news regarding workplace disability policy and practices. They are funded by the U.S. Department of Labor's Office of Disability Policy under agreement with Cornell University's Yang-Tan Institute on Employment and Disability.

Specific Page(s):

- **Disability@Work Framework**
    - This page contains information related to a framework for employing people with disabilities. This framework comprises various factors and strategies that help employers adhere to laws and regulations of accessibility for people with disabilities. The information provided leans slightly more technical/legal than the JAN resources.

Employer.gov

About: Employer.gov is a website created by the U.S. Department of Labor and contains various resources regarding employers' responsibilities towards their employees.

Specific Page(s):

- **Reasonable Accommodations for Disabilities**
    - This page provides a brief summary describing workplace accommodations and includes various resources for further information on the topic.

CHADD

About: Children and Adults with Attention-Deficit/Hyperactivity Disorder is a community-founded non-profit organization that facilitates research, information, and support related to ADHD.

Specific Page(s):

- **Legal Rights in Higher Education and the Workplace**
    - This page describes the legal rights adults with ADHD have in higher education and the workplace, and how to obtain accommodation and support across these environments.

Duke Center for Girls & Women with ADHD

About: The Duke Center for Girls & Women with ADHD is a research center investigating various topics related to girls and women with ADHD, and publishes various resources regarding this matter.

Specific Page(s):

- **Discussing an ADHD Diagnosis: Seeking Potential Workplace Accommodations**
    - This page discusses various situations and suggestions for women interested in seeking workplace accommodation, accompanied by evidence from several studies.
- **ADHD in the Workplace as a Woman and a Man**
    - These short videos cover various topics related to ADHD in the workplace, including, benefits, effects, supervisor strategies, and gender-based differences.

Matt Cohen and Associates

About: Matt Cohen is an attorney and past president of CHADD. Although his work primarily centers around primary and secondary education (e.g., 504, IEP), he may serve as a good resource from a legal perspective

Specific Page(s):

- **Our Materials**
    - This page provides information regarding various resources and products produced by Matt Cohen and Associates, primarily covering youth disability rights and special education.

Other sources:

- **The advantages and challenges of neurodiversity employment in organizations (Krzeminska et al., 2019)**
    - This paper is from a special issue of the Journal of Management & Organization discussing neurodiversity and employment. It briefly covers the history and current state of the job market for neurodiverse populations before summarizing the articles included in the special issue. These articles center around adults with autism spectrum disorder or more broadly, neurodiverse adults.
- **ADDitude Mag: "Workplace Accommodations That Actually Work"**
    - This article describes various workplace accommodations or practices that may be beneficial to adults with ADHD. These suggestions come from a working adult with ADHD.
- **Microsoft News: New research highlights benefits of Microsoft 365 Copilot for employees with disability and/or neurodivergence**
    - This article describes potential findings regarding the perceived benefit of Microsoft 365 CoPilot. The results reported in this article should be taken cautiously in consideration of the Pro-AI research organization, EY, which produced the study.
- **Psychology Today: Accommodations for ADHD in the Workplace**
    - This article follows the author's process of evaluation for workplace accommodations as a consultant. It describes ADHD in the workplace and suggests potential accommodations and strategies to support these employees.
- **Improving Workplace Success in ADHD: A Discussion on Vocational Identity and Contextual Supports for Intervention**
    - This is an abstract from an ABCT ADHD SIG table talk by Elizabeth Chan, Ph.D., regarding workplace success for adults with ADHD. This included a brief discussion of recent research potentially highlighting vocational identity and workplace supports as factors that may promote wellbeing for working adults with ADHD.
    - No formal slide deck was used, but for more information, please read the following manuscripts the session was based on:
        - Chan, E. S., & Langberg, J. M. (2026). Predicting occupational outcomes for individuals with ADHD: The role of hyperactivity/impulsivity and executive functioning. *Journal of Occupational Rehabilitation*, *36*(1), 223-233. https://doi.org/10.1007/s10926-024-10259-y
        - Chan, E. S., Swarbrick, M., Frontale, S. R., Baker, S., Green, C. D., & Langberg, J. M. (2026). Workplace and Social Support as Predictors of Job Satisfaction, Motivation, and Income in ADHD. *Journal of Vocational Rehabilitation*, *65*(1), 13-25. https://doi.org/10.1177/10522263261449115
        - Chan, E. S., Langberg, J. M., Frontale, S. R., & Baker, S. (2026). Vocational Identity as a Protective Factor for the Occupational Functioning of Adults With ADHD. *Journal of Career Development*, *53*(4), 375-395. https://doi.org/10.1177/08948453261444272
- **Presentation on Workplace Accommodations For ADHD**
    - A brief presentation made by Cynthia M. Hartung, PhD, that provides an overview of ADHD, its presentations in the workplace, and suggestions for workplace accommodations
    - Please contact Dr. Hartung directly for access to the slides: chartung@uwyo.edu