Emerging Trends and Innovations

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Job Accommodation Network (JAN)
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JAN Provides:

- One on one consultations about accommodating employees with disabilities
- Guidance on title I of the Americans with Disabilities Act (ADA)
- Practical solutions that benefit both employer and employee
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JAN:
- Averages 47,000+ contacts annually
- Talks to anyone who contacts us, including employers and employees with disabilities
- Helps people with disabilities maintain employment
Drug Addiction: Legal vs. Illegal Use

- **Legal**: Typically protected by the ADA
- **Illegal**: Typically not protected by the ADA, depending on employer’s policies
- **In recovery**: Typically protected by the ADA
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Stigma: Overcoming Fear of Disclosure

- Build supports into policies
- Have resources available
- Educate the workplace
Drug Addiction: Accommodations

- Leave
- Flexible scheduling
- Stress reduction
- Trigger avoidance
- Temporary accommodations
Drug Addiction: Last Chance Agreement

- Gives the employee a chance to seek treatment
- Allows the employer to retain an employee
- Provides clear expectations
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Resources:


- The ADA: Applying Performance and Conduct Standards to Employees with Disabilities at [https://www.eeoc.gov/facts/performance-conduct.html](https://www.eeoc.gov/facts/performance-conduct.html)
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Contact:

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