

Epilepsy

Accommodation Ideas ** [Job Accommodation Network \(JAN\) - United States Department of Labor](#)

<https://www.dol.gov> › ODEP › ODEP Research and Technical Assistance Resources

Cognitive/Neurological Limitations:

Memory

- Provide written information to employee
- Use a wall calendar and a daily or weekly task list
- Provide verbal prompts or reminders

Disorientation/Disorganization

- Put employee's name plate on desk and/or door
- Provide building directory or employee directory by name, floor, unit, etc.
- Label items at desk (in-box, this week's videos, etc.)
- Have auto-dial programmed on phone that connects to supervisor or other numbers

Time Management/Performing or Completing Tasks

- Provide verbal prompts or reminders
- Use alarm watch or beeper
- Work in teams of two or more
- Use clear timeframes or deadlines

Office Equipment Use:

- Use large-buttons with universal symbols (fire, police, doctor) and clear labels
- Post directions and write down access codes, long distance account number, etc.
- Identify contact person to answer questions (example: secretary)
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Gross and Fine Motor Limitations:

Driving

- Pair employee with co-worker who can drive to meetings or events
- Reassign driving to another employee, if driving is not an essential job function
- Transfer employee to a position that does not require driving
- Form a carpool with co-workers (to/from work)

Balancing/Climbing

- Use rubber matting on floor area to cushion a fall
- Use stepping stands with handrails and rolling safety ladders
- Have arm rests on chairs to prevent falling out of chair

Managing Fatigue

- Use anti-fatigue matting on the floor
- Provide flexible start or ending times
- Adjust workweek

Ensuring Safety

- Designate a person to respond to emergencies and know when to call 9-1-1
- Keep aisles clear of clutter
- Provide a quick, unobstructed exit and post clearly marked directions for exits, fire doors, etc.
- Provide sensitivity training to employees

Seeing/Hearing/Communicating:

- Allow employee time to recuperate from seizure
- Identify hand signals or other universal signals that employee might use to communicate with another person
- Educate coworkers and supervisors on how to respond/react when employee has a seizure on the job