

# Wheelchair Use

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

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

People use wheelchairs for a variety of reasons, the most common reason being paralysis from spinal cord injuries. Other conditions that may cause people to use wheelchairs include muscular dystrophy, multiple sclerosis, polio, cerebral palsy, and arthritis. People who use wheelchairs have a wide variety of limitations.

### **Activities of Daily Living:**

- *Allow the person to have a personal attendant at work to assist with toileting, grooming, and eating*
- *Allow periodic rest breaks for repositioning, toileting, or grooming needs*
- *Provide flexible scheduling and allow use of sick leave for medical care*
- *Allow the person to bring a service animal into the workplace*

### **Workstation:**

- *Height adjustable desk or table or a stand-up wheelchair so that a person who uses a wheelchair can work comfortably*
- *Accessible filing system for a person who cannot reach upper and lower file drawers in a vertical file cabinet*
- *Office supplies and frequently used materials on most accessible shelves or drawers for a person who cannot reach upper and lower shelves and drawers*
- *Page turners and book holders for a person who cannot manipulate paper*
- *Accessible office machines, such as copiers and faxes, so a person using a wheelchair can access them from a seated position*
- *Voice activated speaker phone, large button phone, automatic dialing system, voice mail system, and/or headset, depending on the person's limitations and preferences*
- *Alternative access for computers such as speech recognition, Morse code entry, trackballs, keyguards, alternative keyboards, and/or mouthsticks, depending on the person's limitations and preferences*

### **Work-site:**

- *Flexible scheduling so a person who cannot drive can access public transportation*
- *Accessible parking for a person who does drive*
- *Accessible route of travel from the parking lot into the building*
- *Accessible restrooms, lunchroom, break room, etc.*
- *Accessible route of travel to the person's workstation*
- *Work from home if transportation to work is not available*

### **Travel:**

- *Accessible transportation*
- *Accessible lodging*
- *Accessible meeting/training site*