



# LOW COST ACCOMMODATIONS

Created by the Business Development Grant

Accommodations help employers keep valuable employees, increase attendance and productivity, add to company's diversity and improve company morale. According to the Job Accommodations Network (JAN), 59% of employers report that job accommodations cost nothing. 36% of employers state an accommodation was a one-time cost. Below are some low cost products and strategies that may be helpful for people with mental health conditions.

## LOW OR NO COST PRODUCTS:

- Alternative/full spectrum/natural lighting
- Anti-fatigue matting
- Apps for concentration, emotional control
- Cubical doors, shields, shades
- Desk and electronic organizers
- Desk pedal exercisers
- Environmental sound machines/white noise
- Ergonomic equipment
- Fidget devices
- Mounted mirror to see people approaching
- Noise canceling headphones
- Recorder – used to remember info
- Semiprivate workspace/back to wall/facing colleagues
- Sensor mat to notify when someone enters
- Simulated sky/windows
- Sun boxes, lights, simulating desk lamps
- Talking key ring
- Timers/watches, vibrating watches
- Wall calendar/planners

## STRATEGIES:

- Color coded systems
- Behavior modification techniques
- Flexible scheduling
- Job restructuring
- Modified break schedule/periodic rest breaks
- Task flow chart/task separation/task rotation
- Telework/remote work
- Uninterrupted work time
- Unpaid breaks
- Verbal cues
- Modified workspace
- Alternate means of communication: email, text, paper, in person, phone
- Approved time off for treatment, counseling sessions, support meetings
- Relocating marginal functions of job or exchanging with co-worker

