

Office of Disability Employment Policy (ODEP) Releases Two New Fact Sheets



The Office of Disability Employment Policy (ODEP) at the Department of Labor released two new fact sheets for promoting equal employment opportunities and supporting employers who hire employees with disabilities.

Making Workplace Accommodations: Reasonable Costs, Big Benefits

As part of its recent customer service interviews, the Job Accommodation Network conducted an examination of the costs of providing accommodations to persons with disabilities-and the benefits that those accommodations offer employers. Based on its interviews with 1,182 employers from a range of industries, JAN reported some interesting results, for example: Nearly half of the employers interviewed (46%) reported that the accommodations they implemented cost absolutely nothing. Similarly, 45% experienced a one-time cost. The median one-time expenditure for employers was only \$500.

Employee Assistance Programs for a New Generation of Employees: Defining the Next Generation

This summary of the Employee Assistance Programs (EAP) clearly defines the benefits for both employees and employers. It outlines suggested services for both individuals and organizations, and it concludes with strategies for tailoring EAP's for younger employees ("Millennials").

Both fact sheets are available in PDF and MS Word versions on the ODEP website:

<http://www.dol.gov/odep/pubs/publicat.htm>