



Emerging Trends and Innovations

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Job Accommodation Network (JAN)



**JAN is funded by a contract with the Office of Disability
Employment Policy, U.S. Department of Labor.**

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



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



TEMPORARY

Drug Addiction: Last Chance Agreement

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



Resources:

- Last Chance Agreements:
<https://askjan.org/publications/consultants-corner/Last-Chance-Agreements-for-Employees-with-Drug-and-Alcohol-Addictions.cfm>
- Accommodating Employees with Drug Addiction:
<https://askjan.org/disabilities/Drug-Addiction.cfm>
- The ADA: Applying Performance and Conduct Standards to Employees with Disabilities at
<https://www.eeoc.gov/facts/performance-conduct.html>

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