

FUNDING REASONABLE ACCOMMODATIONS

How do some Federal agencies manage and fund reasonable accommodations?

- The [Computer/Electronic Accommodations Program \(CAP\)](#) provides assistive technology accommodations and services to persons with disabilities at the Department of Defense and over 38 Federal agencies (upon the request of the head of the Federal agency) at no cost. CAP supports accessibility efforts, including the successful implementation of Section 508's electronic and information technology accessibility requirements.
- The U.S. Department of Agriculture established the [Technology Accessible Resources Gives Employment Today \(TARGET\) Center](#) to support the Department with assistive technology and ergonomic solutions. Needs assessments and demonstrations conducted by the Center provide federal employees with disabilities equal access to electronic and information technology essential in today's work force.
- The [Department of Transportation - Disability Resource Center \(DRC\)](#) is a one-stop shop to ensure that DOT employees with disabilities can participate fully in all aspects of the Department's work, programs and services. DRC provides reasonable accommodations, assessments, and assistive technology.
- The [Department of Education's Assistive Technology Program](#) provides support services to Education managers and supervisors in determining how technology can be used to meet the reasonable accommodation needs of employees with disabilities. These services include needs assessments, specialty equipment and software demonstrations. The Assistive Technology Team also studies software development issues pertaining to Education accessibility requirements for product implementation in Department-wide systems.
- The U.S. Department of Education (ED) Disability Policy/Section 504 Reasonable Accommodation staff within the Office of Management's Work/Life Programs Group (WLPG) promotes disability awareness and assists managers and staff with reasonable accommodation and program access needs. Having disability access resources available reflects ED's ongoing commitment to provide full access to all customers and employees with disabilities. These resources include services such as Braille and audiotape versions of ED publications, funding for reasonable accommodations, and guidance on a range of accessibility questions. Other offices within ED also provide resources and work closely with the Disability Policy/Section 504 Reasonable Accommodation staff to deliver disability-access services to all Department customers and employees who need them. For more information, call the Section 504/Reasonable Accommodation office at 202-401-8545 Voice or 202-260-8874 TTY or call the Work/Life Programs Group main number at 202-401-2905 Voice/TTY via Federal Relay Service.
- The Department of Commerce - Committee on Resources for Electronic Accessible Technology to End Users (CREATE) offers planning and coordination of activities that increase awareness of assistive technology for people with disabilities. For more information call (202) 482-3201 (Voice) or (202) 482-4675 (TTY).

- The [Department of Energy - Disability Accommodation Program](#), Assistive Technologies Support Team is the primary point of contact for employees with disabilities at headquarters. The Team provides coordination, responsibility, and oversight for all support interfaces with individual employees with disabilities or impairments.
- The Department of Housing and Urban Development - Housing Accessibility Resource Program (HARP) maintains an information library containing extensive reference materials and resources. HARP also provides an opportunity for managers and employees to utilize the TARGET Center at the USDA to view and evaluate assistive technology. For more information call (202) 708-0288 x268 (Voice) or (202) 708-4401 (TTY).
- The Department of Veterans Affairs (VA) - The Microcomputer Training Program for Persons with Disabilities (MTPPD) provides cost-reimbursable assistive technology training for U.S. veterans. It also provides product assessment, demonstrations, consultations, and facility tours. Currently, MTPPD is helping VA implement the Nationwide Office Automation which will allow all users access to the information environment. For more information, call (202) 273-6542 (Voice) or fax to (202) 273-6555.
- The Internal Revenue Service - Information Resources Accessibility Program (IRAP) Office provides accessible electronic information technology to customers with disabilities. Associates offer consultations, technical support, demonstrations, and facility tours. IRAP also tests IRS systems and products to ensure accessibility to and compatibility with assistive technology. To find out more, visit their website, or call (202) 283-0283 (Voice) or (202) 283-6566/67 (TTY).
- The Social Security Administration (SSA), Office of Civil Rights and Equal Opportunity (OCREO), provides adaptive devices to accommodate SSA's employees with disabilities. SSA believes that having a centralized account to purchase adaptive devices encourages managers to hire more people with disabilities since they would not have to deplete local resources to purchase expensive adaptive equipment.

A central component of SSA tracks the technologies that are compatible with SSA's systems. In 1997, SSA embarked on a four-year project to provide personal computers with mainframe emulation to all SSA employees which would be connected by local and wide area networks.

- The [Federal Communications Commission - Disability Rights Office \(DRO\)](#) works hard to ensure that people with disabilities have equal access to telecommunications. The DRO, housed in the FCC's Consumer Information Bureau, provides technical assistance to consumers, businesses, and government agencies on their rights and responsibilities to facilitate disability access in the foundations and frontiers of telecommunications.