

AbiliTEAM Consulting LLC.

*You don't need to **LOOK** sick to **DESERVE** support.*

Isabella Greene



***“But you don’t look
sick”***

60%

of adults in the US have a chronic illness.

94%

of people who reported disabilities do NOT use a visible support.

85%

of workers in the US do NOT feel supported at work in managing their physical and mental well-being.

Mission:

To support team leaders on their journey to make their workplace more accessible and to remind employees that just because others can't see their struggle, doesn't mean they don't deserve to be comfortable in their role.

Our Journey



Our Survey

1	Company Policy & Awareness	• Knowledge of company policy on accommodations as well as the people they should reach out to with their accommodation needs. • Indicates where a company needs increased visibility (and/or training) for disability policy and resources.
2	Accommodations by Job/Accommodation Type	• Organized by accommodation type (e.g., migraines, chronic pain) and function type (e.g., computer work, lifting, standing).
3	Covid-19	• Questions related to the Covid-19 pandemic, specifically addressing difficulties your employees may be facing as a result of this pandemic and/or health issues that make them more susceptible to complications related to the pandemic.

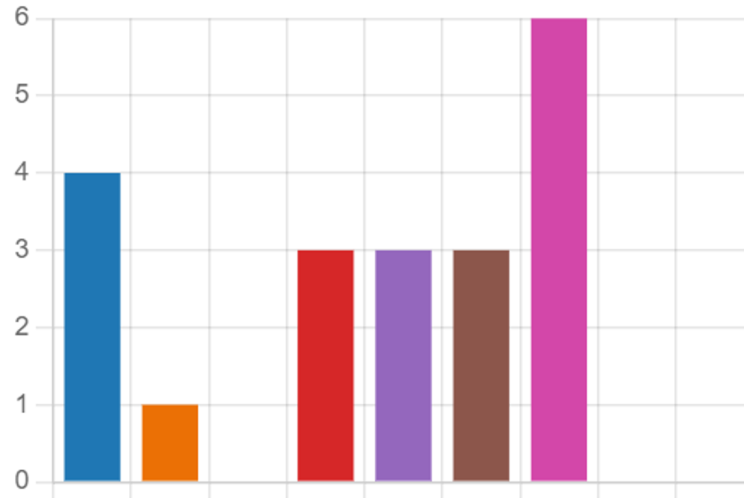
A Case Study: Copyeditors

Example Metrics

13. Mental Health Considerations

[More Details](#)

Modified break schedules	4
Rest area/quiet space to relax/m...	1
Apps for organization or memory	0
Notepad/whiteboard	3
Other organization tools (e.g., pl...	3
Additional job training/reminde...	3
Check-in meetings with supervis...	6
Company therapy program	0
Noise and/or light modifying op...	0

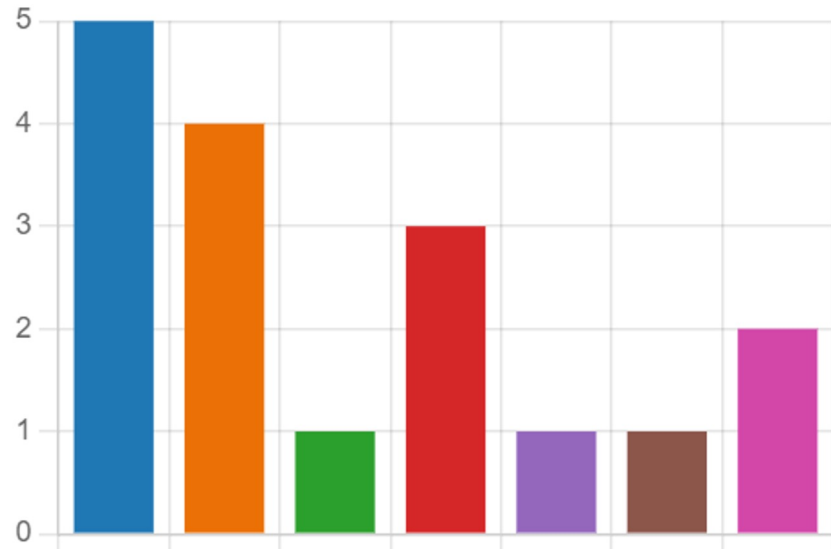


Example Metrics

14. Computers & Screens

[More Details](#)

- Standing desk/adjustable comp... 5
- Brightness adjuster on computer 4
- Blue light reducer or tint over sc... 1
- Short breaks to reduce eye strain 3
- Use of printed materials where ... 1
- Screen magnification software 1
- Camera off for zoom meetings t... 2

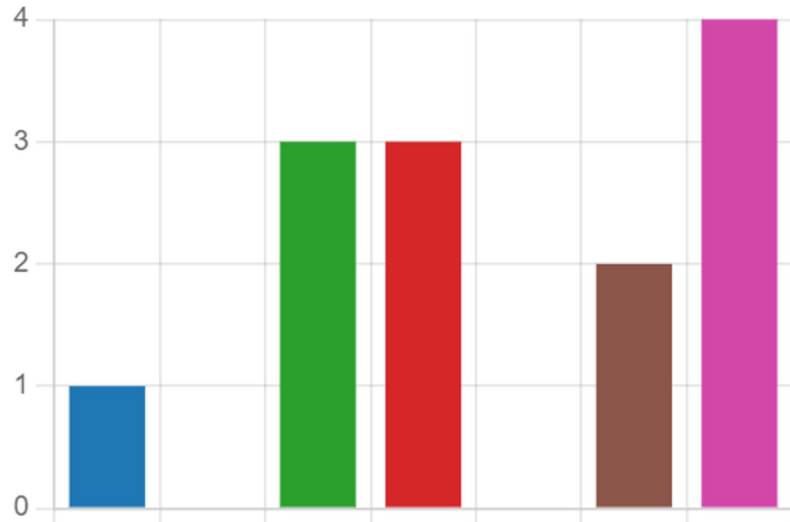


Example Metrics

15. Chronic Pain (not daily labor related strain)

[More Details](#)

	Voice-to-text software	1
	Extra time to complete paperwork	0
	Standing desk	3
	Ergonomic/adjustable chairs	3
	Periodic rest breaks	0
	Flexible schedule	2
	Computer/keyboard height adju...	4



Example Metrics

16. Headaches/Migraines

[More Details](#)

- Desk in quieter area of the office 0
- Desk in darker area of the office 1
- Option to wear noise cancelling ... 2
- Option to be more or totally isol... 0
- Breaks from screen when necess... 1

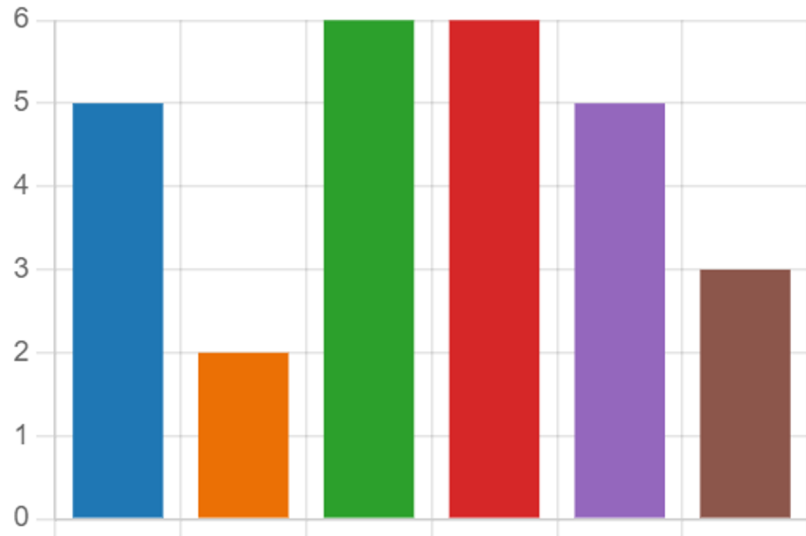


Example Metrics

18. Scheduling

[More Details](#)

- Flexible start/end hours (consist... 5
- Flexible hours day to day (e.g., 4... 2
- Extended lunch breaks for appoi... 6
- Flexible days in the office vs wor... 6
- Flexible break schedule (breaks f... 5
- Combining or dividing regular b... 3



[illegible]

Most Common Accommodation Responses

Structural:

- Continued use of standing desks
- Addition of keyboard or screen height adjusters
- Adjustable lighting or strategic desk placement
- Ergonomic/Adjustable Chairs

Tools:

- Notepads
- Planners/organization tools
- Allowed use of noise cancelling headphones
- Brightness Adjuster on Computer

Support:

- Flexible Breaks
- Flexible Days in Office
- Flexible work hours/day
- Check-in Meetings
- Short Breaks from Screens

Overall Needs for Disability Support

01

Orientation Process

- Training specific to the accommodations process
- Discussions regarding accommodations *after* the employee is hired

02

Resource Visibility

- Easier to find policies on disability support and the accommodations process
- If medical documentation is required, provide the forms or sample forms that a provider would need to fill out.

“The one argument for accessibility that doesn't get made nearly often enough is how extraordinarily better it makes some people's lives. *How many opportunities do we have to dramatically improve people's lives just by doing our job a little better?*”

Steve Krug, Information Architect and Author of "Don't Make Me Think: A Common Sense Approach to Web Usability"



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