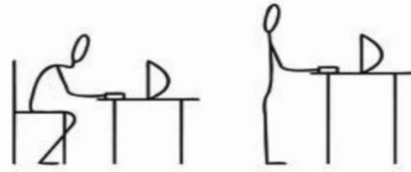


“The Accommodate in Place Initiative”

In the aftermath of the pandemic, early estimates are predicting the majority of employees will be experiencing challenges resulting from the impacts of apparent and non-apparent disabilities including mental illness concerns.



Anxiety, Depression, Trauma, PTSD, Covid Long-Haulers, other diagnosed and non-diagnosed ailments, and many variations of physical disabilities are covered under the Americans with Disabilities Act (ADA). The law requires HR practitioners to develop legally defensible workplace accommodations for their team members.

The “Accommodate in Place Initiative” is designed to facilitate conversations between employees experiencing hardship at work and their HR representatives. It also gives the HR person a set of tools to help them design the best solution to meet the needs of the team member.

The Four Largest Components of the Initiative are:

- Develop, Implement, and Interpret a business climate survey, focused on current levels of disability inclusion and accommodation in the workforce.
- Gather Resources, Publish, and Support a Community that provides best practices for designing legal accommodations.
- Develop and Teach how to facilitate an empathetic and emotionally intelligent, supportive conversation, where people will feel safe exploring and understanding the nature of their hardship.
- Create & Share the Cost Justification which supports the Cultural Investment companies need to make Accommodations for their Workforce.