

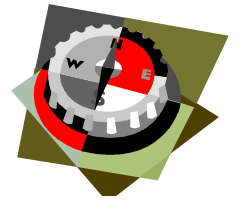


# THE DPN ADVANTAGE

A Bi-Weekly Newsletter from the Disability Program Navigator

Vol. 1, Issue 1

January 2005



## Up and Coming...

### Dis-Ability Workshop

## “ABC’s of Employment for Individuals with Disabilities”

Presented by Department Of Rehabilitation

March 10, 2005 Williams Ca.  
March 16, 2005 Marysville Ca.  
March 17, 2005 Williams Ca.

\* Workshop hours will be from  
10:00 AM – 3:00 PM

**Lunch Provided**  
12:00 pm – 1:00 pm

Any Questions Please Contact  
Toni Costales-Servin  
at  
(530) 822-5120 X 3052

## Headliner

### Mental illness and work

Mental illnesses may interfere with ability to function at work. If the mental illness is affecting the ability to do things such as concentrating or communicating effectively, you're probably aware of it. Then again, you may not have made the connection between your disability and the problems functioning. Under the ADA, the employer only needs to provide accommodations for limitations that can be directly connected to your disability. The types of functional limitations caused by the disability should be documented to show your need for accommodations. Here are some limitations & how you might cope:

**Inability to screen out environmental stimuli**, such as sounds, sights, or smells, which distract. For example, you may have a hard time working next to a noisy printer or in a high-traffic area.  
**Possible solutions:** Move the printer away from the work area; get permission to wear headphones playing soft music while you work; ask for high partitions to be installed around your desk.

**Difficulty handling time pressures and multiple tasks.** You may have trouble managing assignments, setting priorities, or meeting deadlines. For example, you may not know how to decide which tasks to do first in order to complete a project by its due date.  
**Possible solutions:** Break larger projects down into manageable tasks; meet regularly with your boss or a job coach for help prioritizing or estimating how long it will take to meet a deadline.

\*Adapted from Mancuso, L.L. (1990) Reasonable accommodations for workers with psychiatric disabilities. *Psychosocial Rehabilitation Journal*, 14(2), 3-19.

## Ask The Experts



### QUESTION : What is “JAN”?

### ANSWER:

**JAN** (The Job Accommodation Network) is a free consulting service designed to increase the employability of people with disabilities by:

1) providing individualized worksite accommodations solutions, 2) providing technical assistance regarding the ADA and other disability related legislation, and 3) educating callers about self-employment options.

JAN is free service of the [Office of Disability Employment Policy \(ODEP\)](#) of the [U.S. Department of Labor](#) and is one of several [ODEP technical assistance projects](#). JAN represents the most comprehensive resource for job accommodations available.



## Have a VOICE!

We invite your suggestions for other column topics. To submit see contact below.



## Got Internet?

This area will list two or three Internet sites that will better equip you in assisting a person with a disability.

Creating career empowerment for persons with disabilities.

<http://www.employability.org>

Interactive occupational information

<http://online.onetcenter.org/>