



Workplace Accommodations Resources

DEED Employer Reasonable Accommodation Fund (ERAF): [Link](#)

- The Employer Reasonable Accommodation Fund will reimburse employers with revenues under \$5 million per year up to \$30,000 per year. These reimbursement funds are provided so that employers can support their full-time, part-time, seasonal and contracted employees and even volunteers who need accommodations. There are many ways that this fund can support you. Please reach out to Ray McCoy to learn more.
- See DEED Employer Reasonable Accommodation Fund Flyer document in additional resources on the supervisor resource webpage.
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Job Accommodations Network: [Link](#)

- This website provides more information for both employers and employees about workplace accommodations for employees with disabilities and the Americans with Disabilities Act (ADA). It provides an A to Z page with links to information about specific disabilities and accommodations and also SOAR (Searchable Online Accommodation Resource) to input the condition one is experiencing or needs to support.

Neurodiversity in the Workplace: [Link](#)

- This website provides a guide to help you “recruit, hire, retain and advance neurodivergent workers and benefit from the advantages of neurodiversity at work.” It discusses the benefits to both the organization and employees, walks through management, peer training and mentoring techniques, and addresses hiring initiatives and partnerships along with providing further resources.

How to Create an Inclusive Workplace to Support Employees with Autism: [Link](#)

- This webpage defines Autism and how it affects people at work, highlights the strengths of employees with Autism, discusses strategies for supporting employees with Autism without disclosure and more information about retaining neurodiverse talent at your organization.

Employing People with Cognitive Disabilities: [Link](#)

- This website provides a background on cognitive disabilities, explains the role of HR, points out considerations for recruitment, employment applications and interviews as well as supervision, performance evaluation, employee relations and legal considerations/confidentiality.

Supporting Employees with Cognitive Impairment: [Link](#)

- This webpage provides a definition and brief description of cognitive impairment, discusses practical support for employees with cognitive impairments as well as mental and emotional support, and provides tips of supporting employees working remotely with cognitive impairments.