

Comments on “unmet need for workplace accommodation”

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The challenge to the discussant

Short, simple, self-explanatory analysis.

What else is there to say?



*"The after-dinner mint is the boss's idea.
I think it's superfluous."*

Vincent and my great adventures



*"We'll begin by boarding anyone who needs a little extra time
or who has a little extra money."*

I take my brother-in-law Vincent on periodic vacations

- LA Hollywood celebrity mansion tour
 - Rodeo drive tourist trap souvenir tour
- Boston Cheers bar
 - Buying lunch there is like buying groceries at the movies, etc.
- Airport journeys, subways, hotels, limos, etc.

It's fun I recommend it.



If you ask me whether we had any accommodations on the trip I'd say "no."

- His disability didn't limit the trip
- We didn't ask for many special favors along the way from people.

Except....

- The TSA people who helped us all through security.
- *We did get to go on our flight first. Our one official accommodation.
- The elevators with the nice big numbered buttons for when you're scared of the big escalator.
- All the ADA-compliant items on the Hollywood tour bus as we passed Lindsey Lohan's various crash sites.
- The various child-proofings in the hotel that make the stay safer for us.

Except....

- Many of the most important accommodations are social and cultural.
 - People with intellectual disabilities are an accepted part of the landscape.
 - Many small ways people change the environment to make this feasible and comfortable.
 - Many accommodations are collective and implicit parts of physical structures not accommodations to specific individuals.
- Almost everything we did was ordinary, but we might not have been able to do any of it in pre-ADA world.

Important but deceptively simple point

- Need for workplace accommodation is not self-defining. Does this man have a work-limiting condition?



Paper makes an important though deceptively simple point

- If we have such accommodations, how do we even recognize that we have them, especially when accommodations are small and disabilities seem mild for the environment yet fall under 2008 ADA amendment language.
- Since “disability” is a multi-dimensional and continuous set of functional limitations and impairment, hard to capture in binary administrative categories or survey responses.

Easy to see how respondents might not respond
that they have work-limiting condition
(job accommodation network materials)

**Accommodation and Compliance Series:
Employees with Back Impairments**

By Beth Loy, Ph.D.

Preface

Easy to see how respondents might not respond that they have work-limiting condition

Office Settings

- Provide a height adjustable desk and ergonomic chair
- Move workstation close to common use office equipment
- Provide low task chair and rolling safety ladder to access high and low file drawers and supplies
- Provide a cart to move files, mail, and supplies
- Provide a lazy Susan carousel or desktop organizers to access frequently used materials

Service Settings

- Provide anti-fatigue mats and stand/lean stools for functions requiring long periods of standing
- Provide a height adjustable desk and ergonomic chair
- Move workstation close to commonly used office equipment
- Provide compact lifting devices to push and pull stock and supplies from shelves
- Provide carts to move supplies and stock

Medical Settings

- Provide a spring-bottomed linen cart
- Make patient lifting and transfer devices available
- Make wheelchairs, scooters, industrial tricycles, or golf carts available if walking long distances is required
- Train employees on proper lifting techniques and on proper use of patient lifting and transfer devices
- Provide powered beds for transporting patients
- Provide adjustable exam tables
- Provide a height adjustable desk and ergonomic task chairs

Some implications

- We've made more progress in accommodating disability than surveys typically reveal, because we don't notice much of the progress that's been made.
- Individuals may be reluctant to identify as work-limited. Stigma issues, in addition to awareness, should be considered.

Some implications

- Tantalizing data limitations
- Who, really, comprises the “accommodation-sensitive” group?
- What are the accommodations that would really make a difference for these individuals?
 - Within and outside the workplace.
- I wanted to open the black box of this study

Important though deceptively simple point

- Understanding what individual and household surveys actually tell us remains a key challenge for social science.
- Especially in light of Meyer/Sullivan work on the crisis of household surveys.
 - We focus on declining response rates, but validity and interpretation of survey responses more important and more troubling.
- Most employed people receiving workplace accommodations don't process or communicate to researchers that this is happening.