

# Hiring and Accommodating Qualified Employees with Disabilities

## Resources for Employment of Persons with Disabilities:

The **Southeast ADA Center** offers free archived webinars for businesses. The topics include: Creating a Model with Business; Common Sense Approaches to Access and Accommodations; and On-line Employment Applications and Website Accessibility. <http://www.adasoutheast.org/webinars/index.php>. They are an excellent resource on the Americans with Disabilities Act and can answer your questions at 1-800-949-4232.

Alaska's Department of Administration, ADA Compliance Program <http://doa.alaska.gov/ada/>

Assistive Technology for Employers and Businesses <http://atconnects.com/resources/at-for-employers>

Center on Employment of Persons with Physical Disabilities at the Virginia Commonwealth University - Rehabilitation Research and Training <http://vcurrtc.org/index.cfm>

Disability and HR <http://www.hrtips.org/>

*Disability Etiquette* <http://www.unitedspinal.org/pdf/DisabilityEtiquette.pdf>

*Diversifying Your Workforce*. Online publication at:

[http://www.dol.gov/odep/documents/Flip%20Guide\\_FINAL\\_3%2030\\_508%20compliant2.pdf](http://www.dol.gov/odep/documents/Flip%20Guide_FINAL_3%2030_508%20compliant2.pdf)

EEOC [http://www.eeoc.gov/laws/regulations/adaaa\\_qa\\_small\\_business.cfm](http://www.eeoc.gov/laws/regulations/adaaa_qa_small_business.cfm)

Employer Assistance and Resource Network offers assistance with employment of persons with disabilities at <http://www.askearn.org/>

Employer Resource Guide for Hiring and Retaining Persons with Disabilities

<https://disability.workforce3one.org/view/2001227857191678784/info>

Employer Tidbits <http://adasoutheast.org/publications/emptidbits.php>

Federal contractors and subcontractors find information at: <http://adata.org/factsheet/section-503-rehabilitation-act-new-rules-fact-sheet>

Florida Alliance for Assistive Services and Technology (FAAST), [www.faast.org](http://www.faast.org), Tampa General Rehabilitation Center, PH: (813) 844-7591 TDD: (813) 844-7767, Email: [faastcen@tgh.org](mailto:faastcen@tgh.org).

Hillsborough County Public Schools, Velasco Building, 1202 E. Palm Ave. Tampa, FL 33605, Contact Person: Shelley Barthel. Phone: 813-273-7547.

Job Accommodation Network (JAN) offers free consultation and webinars on employment and persons with disabilities. They also have lists of disabilities and possible accommodations. <http://askjan.org/training/library.htm> or call 800-526-7234

Toolkit for Job Placement find online at <http://tacesoutheast.org/myportal/toolkit/index.php>

Workplace Flexibility Toolkit at <http://www.dol.gov/odep/workplaceflexibility/>

## **Resources for Finding Applicants:**

AARP Foundation's Mature Worker Training Program at 11420 N. 56th St., Tampa, FL 33617. Phone: 813-962-4600. Find at [www.aarpfoundation.com](http://www.aarpfoundation.com) or e-mail [sctampa@aol.com](mailto:sctampa@aol.com). For residents of Hillsborough County 55 and older who are unemployed and meet income guidelines. Offers paid training opportunities.

Able Trust at [www.AbleTrust.org](http://www.AbleTrust.org), located in Tallahassee, Florida. Phone: 850-224-4493.

Change of Course, Inc., located at 330 Pauls Drive, Brandon, FL 33511. Phone: 813-514-4646, [www.changeofcourse.com](http://www.changeofcourse.com), Email contact: [Cate@changeofcourse.com](mailto:Cate@changeofcourse.com)

Diversity Initiative, Inc. at [www.tdiworks.org](http://www.tdiworks.org). Seven locations including: 1000 Ashley Drive., Suite 805, Tampa, FL. Phone: 813-443-0727. This is a program funded by the Dept. of Vocational Rehabilitation (DVR) to obtain jobs for persons with disabilities. Email contact: [Vanessa.Rodriguez@tdiworks.org](mailto:Vanessa.Rodriguez@tdiworks.org)

Florida Center for Inclusive Communities at the University of South Florida, 13301 Bruce B. Downs Blvd., Tampa, FL 33612. Phone: 813-974-2581, find at [www.flcic.org](http://www.flcic.org)

Florida Division of Blind Services, at 415 S. Armenia Avenue, Tampa, FL 33609. Phone: 813-871-7190. Find at <http://dbs.myflorida.com/Employer%20Services/index.html>

Florida Division of Vocational Rehabilitation [www.RehabWorks.org](http://www.RehabWorks.org). Several locations:  
**Brandon:** 510 Vonderburg Dr., Suite 307, Brandon, FL 33511, Phone: (813) 653-7080  
**N. Tampa:** 9215 N. Florida Ave., Suite 106, Tampa, FL 33612-7938. Phone: 813-930-7494  
**Plant City:** 1702 South Alexander St., Suite 2, Plant City, FL 33563 Phone: (813) 359-2600  
**Tampa:** 1313 N. Tampa St., Suite 801, Tampa, FL 33602. Phone: 813-233-3600

MacDonald Training Center at 5420 W. Cypress St., Tampa, FL 33607. Phone: 813-870-1300. Find at <http://www.macdonaldcenter.org/>

Tampa Bay-Job-Links at [www.tampa-job-links.org/dotnetnuke/](http://www.tampa-job-links.org/dotnetnuke/) and [job-links@tampabay-job-links.org](mailto:job-links@tampabay-job-links.org). Phone 813-344-0200. Free placement assistance for dislocated workers and recent graduates.

Tampa Lighthouse for the Blind, at 1106 West Platt Street, Tampa, Florida 33606. Phone: 813-251-2407.

United Cerebral Palsy. <http://achievetampabay.org/ProgramServices/Adultservices.aspx>. Phone 813-239-1179, ext. 101.

## **Tax Incentives for Businesses:**

The federal government has established tax incentives for providing accessibility to businesses. Here are links for information on these tax incentives:

Government Publications at <http://www.dol.gov/odep/ietoolkit/publications/186.pdf>

Tax incentives for Hiring Persons with Disabilities at <http://askjan.org/media/tax.html>

Tax Packet at <http://www.ada.gov/archive/taxpack.htm>