

# Dialogue important to accommodating disabled

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*Tom Turner, 39, of Victor asks Sandy Parker, president and CEO of the Rochester Business Alliance, about working with disabled employees.*

## **What are employers doing to accommodate existing disabled workers?**

Businesses try very hard — and are generally successful — in accommodating the needs of their disabled employees. Still, they are always looking for ways to improve. In conversations with **business owners** and managers, they tell me that they engage their disabled employees in a dialogue aimed at coming up with ideas for an accommodation suitable to both the employee and the company. There is rarely a "one size fits all" solution.

Here are just a few ways employers are accommodating their workers' needs: Installing a strobe light on the fire alarm system to ensure it is seen when activated; providing closed caption **DVDs** for training and sign language interpreters at meetings and events for employees with hearing impairments; providing talking computers for employees with visual impairments; and for employees with physical injuries, offering light duty assignments during the recovery and transition period, adjusting work stations and offering ergonomic devices such as telephone head sets and providing parking closer to the building.

*Have a question for a CEO? Send it to Young Professionals Editor Enid Arbelo at [earbelo@DemocratandChronicle.com](mailto:earbelo@DemocratandChronicle.com) or call (585) 258-2722.*