## Job Accommodations for People who are Deaf or Hard of Hearing

### Amplification Accommodations
- Personal hearing instrument
- Personal FM (hearing aid + FM or FM only)
- Hearing assistance technology
- Wide area sound distribution system
- Other:

### Responding to Sounds in the Environment
- Use a visual or vibrating alerting device
- Modify equipment by adding a light to the sound source
- Install lighted fire strobes and other visual alerting devices
- Provide a vibrating text pager that may be triggered by the emergency alerting system or a web-based system

### Assistive Devices Accommodations
- Videophone or Text Phone
- Alerting Devices
- Other:

### Communications by Telephone
- Use telephone amplification/clarity technology
- Use hearing aid compatible headset
- Use a cochlear implant patch cord
- Use a captioned telephone
- Use voicemail transcription service to send an e-mail or text message of voice mail messages
- Use relay conference captioning (RCC) during group conference calls
- Use a voice carry over phone (VCO)
- Use video relay service (VRS)
- Include the Telecommunications Relay Service (TRS) number (711) with the employee's business number
- Use e-mail or instant messaging (IM) instead of voice phone
- Use mobile two-way text messaging instead of voice phone
- Use TTY
- Other:

### Communicating in Groups, Meetings, or Training
- Sit at round table to facilitate lip-reading
- Meet in quiet room to avoid extraneous noise distraction
- Adjust lighting and seating to create optimal listening
- Educate staff regarding meeting etiquette, i.e. one person talks at a time, maintain eye contact, do not cover mouth
- Provide written materials in advance
- Allow extra time for training
- Use an FM, infrared, or induction loop assistive listening system (ALS)
- Hire a qualified sign language interpreter as-needed
- Contract for on-site or remote captioning services (CART)
- Provide computer-assisted note taking; a skilled note taker/typist uses a laptop to compose notes
- Record and transcribe meetings
- Caption training DVDs/videos and web-based training
- Use relay conference captioning (RCC) during group conference calls
- Provide disability awareness training when needed

### Safely Operating/Working Around Vehicles
- Establish set paths of travel for vehicles and pedestrians
- Establish and enforce rules requiring all moving vehicles to stop and flash lights/beep horn at intersections
- The individual who is deaf/hard of hearing may be willing to wear hat or vest of a unique color for warning
- Install flashing strobe lights on moving vehicles
- Install industrial mirrors at strategic locations
- Install a direction worker alert system that provides visual warning of oncoming vehicles
- Use a vibrating personal pager to alert the person who is deaf
- Install a vehicle rear vision system in the forklift or vehicle
- Other:

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