

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Autism Spectrum

Job Accommodation Network
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Morgantown, WV 26506-6080
(800)526-7234 (V)
(877)781-9403 (TTY)
jan@askjan.org
AskJAN.org



Funded by a contract with the Office of Disability
Employment Policy, U.S. Department of Labor

Preface

The Job Accommodation Network (JAN) is funded by a contract with the Office of Disability Employment Policy, U.S. Department of Labor. JAN makes documents available with the understanding that the information be used solely for educational purposes. The information is not intended to be legal or medical advice. If legal or medical advice is needed, appropriate legal or medical services should be contacted.

JAN does not endorse or recommend any products or services mentioned in this publication. Although every effort is made to update resources, JAN encourages contacting product manufacturers/vendors and service providers directly to ensure that they meet the intended purposes. This guarantees that the most up-to-date information is obtained.

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Updated 01/24/2019.

JAN'S Accommodation and Compliance Series

Introduction

JAN's Accommodation and Compliance Series is designed to help employers determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). Each publication in the series addresses a specific medical condition and provides information about the condition, ADA information, accommodation ideas, and resources for additional information.

The Accommodation and Compliance Series is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers are encouraged to contact JAN to discuss specific situations in more detail.

For information on assistive technology and other accommodation ideas, visit JAN's Searchable Online Accommodation Resource (SOAR) at <https://askjan.org/soar>.

Information about Autism Spectrum Disorders

Autism spectrum disorder (ASD) is a neurodevelopmental disorder that is characterized by persistent deficits in social communication and social interaction across multiple contexts, including deficits in social reciprocity, nonverbal communicative behaviors used for social interaction, and skills in developing, maintaining, and understanding relationships. For the diagnosis, the presence of restricted, repetitive patterns of behavior, interests, or activities is required.

JAN's [Effective Accommodation Practices \(EAP\) Series: Executive Functioning Deficits](#) is a publication detailing accommodations for individuals with limitations related to executive functioning. These ideas may be helpful in determining accommodations.

Autism Spectrum Disorders and the Americans with Disabilities Act

The ADA does not contain a list of medical conditions that constitute disabilities. Instead, the ADA has a general definition of disability that each person must meet. A person has a disability if he/she has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having an impairment. For more information about how to determine whether a person has a disability under the ADA, see [How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act \(ADAAA\)](#).

Accommodating Employees with Autism Spectrum Disorders

People with ASD may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware that not all people with ASD will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

Questions to Consider:

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Has the employee been consulted regarding possible accommodations?
6. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
7. Do supervisory personnel and employees need training?

Accommodation Ideas:

Limitations

Attentiveness/Concentration

- Alternative Lighting
- Applications (apps)
- Apps for Memory
- Behavior Modification Techniques
- Cubicle Doors, Shields, and Shades
- Electronic Organizers
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Full Spectrum or Natural Lighting Products

- Job Coaches
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Noise Canceling Headsets
- Sound Absorption and Sound Proof Panels
- Task Separation
- Telework, Work from Home, Working Remotely
- Timers and Watches
- Uninterrupted "Off" Work Time
- Verbal Cues
- Wall Calendars and Planners
- Worksite Redesign / Modified Workspace
- Written Instructions

Executive Functioning Deficits

- Apps for Concentration
- Checklists
- Color Coded System
- Cubicle Doors, Shields, and Shades
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Form Generating Software
- Job Coaches
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Noise Canceling Headsets
- Recorded Directives, Messages, Materials
- Sound Absorption and Sound Proof Panels
- Speech Recognition Software
- Timers and Watches

- Wall Calendars and Planners
- Written Instructions

Managing Time

- Applications (apps)
- Apps for Organization/ Time Management
- Checklists
- Color Coded System
- Electronic Organizers
- Marginal Functions
- PDAs, Notetakers, and Laptops
- Reminders
- Task Separation
- Timers and Watches
- Wall Calendars and Planners
- Written Instructions

Memory Loss

- Additional Training Time / Training Refreshers
- Apps for Memory
- Electronic Organizers
- Memory Software
- Recorded Directives, Messages, Materials
- Reminders
- Support Person
- Verbal Cues
- Wall Calendars and Planners
- Written Instructions

Noise Sensitivity

- Air Purifiers - No Ozone
- Alerting Devices
- Communicate Another Way

- Communication Access Technologies
- Fans
- Hearing Protection
- Noise Abatement
- Noise Canceling Earbuds
- Noise Canceling Headsets
- Real-time and Off-line Captioning Services
- Sound Absorption and Sound Proof Panels
- Worksite Redesign / Modified Workspace

Organizing/Planning/Prioritizing

- Applications (apps)
- Apps for Organization/ Time Management
- Color-coded Manuals, Outlines, and Maps
- Electronic Organizers
- Ergonomic Equipment
- Job Coaches
- Job Restructuring
- On-site Mentoring
- Organization Software
- Professional Organizers
- Reminders
- Supervisory Methods
- Task Identification
- Task Separation
- Timers and Watches
- Wall Calendars and Planners
- Written Instructions

Photosensitivity

- Alternative Lighting
- Anti-Glare Filters for Fluorescent Lights

- Cubicle Doors, Shields, and Shades
- Fluorescent Light Tube Covers
- Full Spectrum or Natural Lighting Products
- LED Light Filters
- Lighting Gel Filters
- Sun/UV Protective Clothing
- Vehicle Window Tinting and Shades

Stress Intolerance

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Supervisory Methods
- Support Animal
- Support Person

Work-Related Functions

Air Quality/Irritants

- Air Cleaners & Purifiers
- Air Cleaners - Chemical/Odor Removal
- Air Cleaning Systems
- Air Purifiers for Multiple Chemical Sensitivity
- Alternative Cleaning Supplies
- Carpet Alternatives, Sealants, and Sustainable Flooring
- Flexible Schedule
- Floor Cleaning/Stripping Products - Chemical Sensitivity

- Low/No Odor Paints and Stains
- Masks - Smoke Allergy
- Odor/Fragrance/Chemical Masks
- Personal Air Cleaner (Neckworn)
- Powered Air Purifying Respirator (PAPR)
- Respirator Masks
- Telework, Work from Home, Working Remotely

Communicate

- Aide/Assistant/Attendant
- Behavior Modification Techniques
- On-site Mentoring
- Service Animal
- Verbal Responses

Light

- Alternative Lighting
- Anti-Glare Filters for Fluorescent Lights
- Flexible Schedule
- Fluorescent Light Tube Covers
- Full Spectrum or Natural Lighting Products
- LED Light Filters
- LED Lighting
- Lighting Gel Filters
- Modified Lighting
- Non-Fluorescent Lighting
- Personal Visors
- Simulated Skylights and Windows
- Sun/UV Protective Clothing
- Telework, Work from Home, Working Remotely
- Transparent Window Shades
- UV Protection Shelters

- Vehicle Window Tinting and Shades

Noise

- Cubicle Doors, Shields, and Shades
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Fans
- Flexible Schedule
- Folding Wall Partitions and Room Dividers
- Noise Abatement
- Noise Canceling Headsets
- Telework, Work from Home, Working Remotely

Policies

- Additional Training Time / Training Refreshers
- Aide/Assistant/Attendant
- Flexible Schedule
- Marginal Functions
- Modified Break Schedule
- Periodic Rest Breaks
- Policy Modification
- Reassignment
- Service Animal
- Supervisory Methods
- Support Animal
- Telework, Work from Home, Working Remotely

Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Flexible Schedule
- Job Restructuring
- Marginal Functions

- Modified Break Schedule
- Monitor Mirrors
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

Situations and Solutions:

An applicant with autism spectrum disorder applied for a research position with a chemical company.

He has a verbal communication deficit, though can communicate through handwriting and by e-mail. The employer wanted to provide accommodations during the first stage interview, which involved answering questions from a three-person search committee. JAN suggested providing the questions in advance and allowing the applicant to furnish written responses during the interview.

An employee with autism spectrum disorder works for a large marketing firm.

Though knowledgeable in her field, she had difficulty participating in work activities with her team. JAN suggested job restructuring, which allowed her to work independently while providing information to her team electronically. This gave the employee the social distance she needed to be comfortable, yet also provided the team with information needed to move forward with marketing campaigns.

A scientist with autism spectrum disorder was able to speak at times, but also experienced episodes when she found it difficult to speak and needed to use a speech device or speech generating app.

She was preparing to present her research at a conference. She pre-recorded audio to go with her slides and brought a tablet with a speech generating app with her in case she needed it during the question and answer portion of her presentation.

A new hire at a fast-food restaurant has autism spectrum disorder.

He completed his new job tasks quickly and efficiently, but then remained idle until someone told him the next task to perform. The manager complained that the employee "just stands around" and "looks bored." JAN suggested the use of a job coach to help learn the job and how to stay occupied during down time. JAN also suggested using a training DVD to help build workplace social skills.

A professor with autism spectrum disorder had difficulty keeping daily office hours and experienced anxiety because the timing of students' consultations was unpredictable.

JAN suggested modifying the schedule as an accommodation, for example the professor could reduce the number of days he has office hours, but have more office hours on those days. JAN also suggested adjusting the method by which students obtain appointments, asking students to schedule at least one day in advance and when possible, allow the professor to conduct consultations electronically, by phone, or by instant messenger. In addition, JAN suggested documenting each student consultation to ease the professor's anxiety about the meeting and to refresh his memory about previous meetings with the student.

Products

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <https://askjan.org/soar> is designed to let users explore various accommodation options. Many product vendor lists are accessible through this system; however, JAN provides these lists and many more that are not available on the Web site upon request. Contact JAN directly if you have specific accommodation situations, are looking for products, need vendor information, or are seeking a referral.

Resources

Job Accommodation Network

West Virginia University
PO Box 6080
Morgantown, WV 26506-6080
Toll Free: (800) 526-7234
TTY: (304) 293-7186
Fax: (304) 293-5407
jan@askjan.org
<http://AskJAN.org>

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

Office of Disability Employment Policy

200 Constitution Avenue,
NW, Room S-1303
Washington, DC 20210
Toll Free: (866) 633-7365
odep@dol.gov
<http://dol.gov/odep>

The Office of Disability Employment Policy (ODEP) is an agency within the U.S. Department of Labor. ODEP provides national leadership to increase employment opportunities for adults and youth with disabilities while striving to eliminate barriers to employment.

American Physical Therapy Association

<http://www.moveforwardpt.com/Default.aspx>

MoveForwardPT.com is the official consumer information website of the American Physical Therapy Association.

American Pregnancy Association

425 Greenway Drive
Suite 440
Irving, TX 75038
Toll Free: (800) 672-2296
info@americanpregnancy.org
<http://americanpregnancy.org/>

The American Pregnancy Association is a national health organization committed to promoting reproductive and pregnancy wellness through education, support, advocacy, and community awareness.

American Psychiatric Association

1000 Wilson Blvd
Suite 1825
Arlington, VA 22209-3901
Toll Free: (888) 357-7924
Direct: (703) 907-7300
apa@psych.org
<http://www.psych.org>

The American Psychiatric Association is an organization of psychiatrists working together to ensure humane care and effective treatment for all persons with mental illness, including substance use disorders. It is the voice and conscience of modern psychiatry. Its vision is a society that has available, accessible quality psychiatric diagnosis and treatment.

American Psychological Association

750 First Street NE
Washington, DC 20002
Toll Free: (800) 374-2721
Direct: (202) 336-5500
<http://www.apa.org/>

Our mission is to advance the creation, communication and application of psychological knowledge to benefit society and improve people's lives.

Asperger/ Autism Network (AANE)

51 Water Street

Suite 206

Watertown, MA 02472

Toll Free: (866) 597-2263

Direct: (617) 393-3824

Fax: (617) 393-3827

info@aane.org

<http://www.aane.org/>

The Asperger/Autism Network (AANE) works with individuals, families, and professionals to help people with Asperger Syndrome and similar autism spectrum profiles build meaningful, connected lives. We do this by providing information, education, community, support, and advocacy, all in an atmosphere of validation and respect.

Autism Society of America

4340 East-West Hwy

Suite 350

Bethesda, MD 20814-3067

Toll Free: (800) 328-8476

TTY: (301) 657-0881

info@autism-society.org

<http://www.autism-society.org/>

Autism Society in partnership with our over 100 local and state affiliates has supported millions of individuals and families impacted by autism. The Autism Society envisions individuals and families living with autism are able to maximize their quality of life, are treated with the highest level of dignity, and live in a society in which their talents and skills are appreciated and valued.

Autism Speaks Inc

1 East 33rd Street

4th Floor

New York, NY 10016

Toll Free: (888) 288-4762

Direct: (212) 252-8584

Fax: (212) 252-8676

familyservices@autismspeaks.org

<https://www.autismspeaks.org/>

Autism Speaks has grown into the world's leading autism science and advocacy organization, dedicated to funding research into the causes, prevention, treatments and a cure for autism; increasing awareness of autism spectrum disorders; and advocating for the needs of individuals with autism and their families. We are proud of what we've been able to accomplish and look forward to continued successes in the years ahead.

Autistic Self Advocacy Network

PO Box 66122

Washington, DC 20035

info@autisticadvocacy.org

<http://autisticadvocacy.org/>

The Autistic Self Advocacy Network seeks to advance the principles of the disability rights movement with regard to autism. ASAN believes that the goal of autism advocacy should be a world in which Autistic people enjoy the same access, rights, and opportunities as all other citizens. We work to empower Autistic people across the world to take control of our own lives and the future of our common community, and seek to organize the Autistic community to ensure our voices are heard in the national conversation about us. Nothing About Us, Without Us!

Brain & Behavior Research Foundation

90 Park Avenue,
16th Floor
New York, NY 10016
Toll Free: (800) 829-8289
Direct: (646) 681-4888
info@bbrfoundation.org
<https://bbrfoundation.org/>

The Brain & Behavior Research Foundation is committed to alleviating the suffering caused by mental illness by awarding grants that will lead to advances and breakthroughs in scientific research.

Centers for Disease Control and Prevention

1600 Clifton Rd
Atlanta, GA 30333
Toll Free: (800) 232-4636
<http://www.cdc.gov>

The Centers for Disease Control and Prevention are dedicated to protecting the health and safety of people - at home and abroad, providing credible information to enhance health decisions, and promoting health through strong partnerships.

Charlie Foundation for Ketogenic Therapies

515 Ocean Ave.
#602N
Santa Monica, CA 90402
Direct: (310) 393-2347
<http://www.charlifoundation.org/>

The Charlie Foundation for Ketogenic Therapies was founded in 1994 to provide information about diet therapies for people with epilepsy, other neurological disorders and tumorous cancers.

Eunice Kennedy Shriver National Institute of Child Health and Human Development

P.O. Box 3006

Rockville, MD 20847

Toll Free: (800) 370-2943

Fax: (866) 760-5947

NICHDInformationResourceCenter@mail.nih.gov

<http://www.nichd.nih.gov/Pages/index.aspx>

The mission of the NICHD is to ensure that every person is born healthy and wanted, that women suffer no harmful effects from reproductive processes, and that all children have the chance to achieve their full potential for healthy and productive lives, free from disease or disability, and to ensure the health, productivity, independence, and well-being of all people through optimal rehabilitation.

Eunice Kennedy Shriver National Institute of Child Health and Human Development

31 Center Drive

Building 31, Room 2A32

Bethesda, MD 20892-2425

Toll Free: (800) 370-2943

Fax: (866) 760-5947

NICHDInformationResourceCenter@mail.nih.gov

<http://www.nichd.nih.gov/Pages/index.aspx>

The mission of the NICHD is to ensure that every person is born healthy and wanted, that women suffer no harmful effects from reproductive processes, and that all children have the chance to achieve their full potential for healthy and productive lives, free from disease or disability, and to ensure the health, productivity, independence, and well-being of all people through optimal rehabilitation.

Genetic and Rare Diseases Information Center (GARD)

P.O. Box 8126

Gaithersburg, MD 20898-8126

Toll Free: (888) 205-2311

Fax: (301) 251-4911

<https://rarediseases.info.nih.gov/>

The Genetic and Rare Diseases (GARD) Information Center is a program of the National Center for Advancing Translational Sciences (NCATS) and funded by two parts of the National Institutes of Health (NIH): NCATS and the National Human Genome Research Institute (NHGRI). GARD provides the public with access to current, reliable, and easy to understand information about rare or genetic diseases in English or Spanish.

Hyperacusis Network

4417 Anapaula Lane
Green Bay, WI 54311
Direct: (920) 866-3377
earhelp@yahoo.com
<http://www.hyperacusis.net/>

Support group established to care for individuals with collapsed tolerance to sound (hyperacusis). Educate the medical community and families about this rare auditory disorder by sharing ways to cope, providing advice on how to secure disability assistance, and reporting on current research and treatment options.

International Obsessive Compulsive Foundation Inc.

PO Box 961029
Boston, MA 02196
Direct: (617) 973-5801
Fax: (617) 973-5803
info@iocdf.org
<http://iocdf.org/>

The mission of the International OCD Foundation is to help individuals with obsessive compulsive disorder (OCD) and related disorders to live full and productive lives. Our aim is to increase access to effective treatment, end the stigma associated with mental health issues, and foster a community for those affected by OCD and the professionals who treat them.

Jewish Association for Developmental Disabilities (J-ADD)

190 Moore Street
Suite 272
Hackensack, NJ 07601-7418
Direct: (201) 457-0058
Fax: (201) 457-0025
info1@j-add.org
<http://www.j-add.org/>

Through Residential, Vocational, and Respite services J-ADD has been on the front lines of improving the lives of those with intellectual and developmental disabilities.

March of Dimes Foundation

1275 Mamaroneck Avenue
White Plains , NY 10605
<http://www.marchofdimes.org/>

The mission of the March of Dimes is to improve the health of babies by preventing birth defects, premature birth and infant mortality.

Mayo Clinic

13400 E. Shea Blvd.
Scottsdale, AZ 85259
Direct: (480) 301-8000
<http://www.mayoclinic.org/>

The Mayo Clinic's mission to inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

MedlinePlus

8600 Rockville Pike

Bethesda, MD 20894

custserv@nlm.nih.gov

<https://www.nlm.nih.gov/medlineplus/>

MedlinePlus is the National Institutes of Health's Web site for patients and their families and friends. Produced by the National Library of Medicine, the world's largest medical library, it brings you information about diseases, conditions, and wellness issues in language you can understand. MedlinePlus offers reliable, up-to-date health information, anytime, anywhere, for free.

Created by the U.S. National Library of Medicine

Mental Health America

500 Montgomery Street

Suite 820

Alexandria, VA 22314

Toll Free: (800) 969-6642

Direct: (703) 684-7722

Fax: (703) 684-5968

<http://www.mentalhealthamerica.net/>

Mental Health America (MHA) – founded in 1909 – is the nation's leading community-based nonprofit dedicated to addressing the needs of those living with mental illness and to promoting the overall mental health of all Americans. Our work is driven by our commitment to promote mental health as a critical part of overall wellness, including prevention services for all, early identification and intervention for those at risk, and integrated care and treatment for those who need it, with recovery as the goal.

National Alliance on Mental Illness

3803 N. Fairfax Dr.,

Ste. 100

Arlington, VA 22203

Toll Free: (800) 950-6264

Direct: (703) 524-7600

<http://www.nami.org>

The National Alliance on Mental Illness (NAMI) is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. NAMI advocates for access to services, treatment, supports and research and is steadfast in its commitment to raise awareness and build a community for hope for all those in need.

National Center for Biotechnology Information

8600 Rockville Pike
Bethesda, MD 20894
pubmedcentral@ncbi.nlm.nih.gov
<http://www.ncbi.nlm.nih.gov/>

MISSION: IMS brings together an international community of health care professionals, researchers, educators, and others to improve care and transform delivery of treatment to those suffering from soft tissue pain through the promotion and exchange of globally recognized research, education, and innovation in patient care.

National Human Genome Research Institute

31 Center Drive, MSC 2152
9000 Rockville Pike
Bethesda, MD 20892-2152
Direct: (301) 402-0911
Fax: (301) 402-2218
<https://www.genome.gov/>

NHGRI's mission has expanded to encompass a broad range of studies aimed at understanding the structure and function of the human genome and its role in health and disease. To that end NHGRI supports the development of resources and technology that will accelerate genome research and its application to human health. A critical part of the NHGRI mission continues to be the study of the ethical, legal and social implications (ELSI) of genome research. NHGRI also supports the training of investigators and the dissemination of genome information to the public and to health professionals.

National Institute of Mental Health

6001 Executive Boulevard
Rockville, MD 20852

Toll Free: (866) 615-6464

Direct: (301) 443-4513

Fax: (301) 443-4279

nimhinfo@nih.gov

<http://www.nimh.nih.gov>

NIMH offers a variety of publications and other educational resources to help people with mental disorders, the general public, mental health and health care practitioners, and researchers gain a better understanding of mental illnesses and the research programs of the NIMH. All publications and educational materials are written by science writers, in collaboration with NIMH scientists and outside reviewers.

National Institute of Neurological Disorders and Stroke

P.O. Box 5801

Bethesda, MD 20824

Toll Free: (800) 352-9424

Direct: (301) 496-5751

<http://www.ninds.nih.gov>

The NINDS, an agency of the U.S. Federal Government and a component of the National Institutes of Health and the U.S. Public Health Service, is a lead agency for the congressionally designated Decade of the Brain, and the leading supporter of biomedical research on disorders of the brain and nervous system.

National Institute on Deafness and Other Communication Disorders

31 Center Drive

MSC 2320

Bethesda, MD 20892

Toll Free: (800) 241-1044

nidcdinfo@nidcd.nih.gov

<http://www.nidcd.nih.gov/Pages/default.aspx>

National Resource center for health information about hearing, balance, smell, taste, voice, speech, and language for health professionals, patients, industry, and the public.

OASIS @ MAAP

2020 Pennsylvania Ave, N.W.

Box 771

Washington, DC 20006

Toll Free: (866) 427-7747

Direct: (904) 745-6741

info@aspergersyndrome.org

<http://www.aspergersyndrome.org/>

The Online Asperger Syndrome Information and Support (OASIS) center has joined with MAAP Services for Autism and Asperger Syndrome to create a single resource for families, individuals, and medical professionals who deal with the challenges of Asperger Syndrome, Autism, and Pervasive Developmental Disorder/ Not Otherwise Specified (PDD/NOS).

Pediatric Brain Foundation

2144 E. Republic Rd.

Building B, Suite 202

Springfield, MO 65804

Direct: (417) 887-4242

info@pediatricbrainfoundation.org

<http://www.pediatricbrainfoundation.org/>

Pediatric Brain Foundation's Mission is Three-fold:

- Expedite scientific research to find treatments and cures for the more than 14 million children living with some form of neurological disorder
- Provide families and health care professionals with up-to-date information and resources on the latest discoveries in pediatric neurology
- Educate the public and public officials on the critical importance of funding pediatric neurological research

Remedy's Health Communities

<http://www.healthcommunities.com>

Remedy Health Media is America's fastest growing health information and technology company. We are a leading provider of clinical resources and wellness tools that help millions of patients and caregivers live healthier, more fulfilled lives.

Our mission is to empower patients and caregivers with the information and applications needed to efficiently navigate the healthcare landscape and as a result, to permit better health outcomes through use of our products and services.

The Arc

1825 K Street, NW,
Suite 1200
Washington, DC 20006
Toll Free: (800) 433-5255
Direct: (202) 534-3700
Fax: (202) 534-3731
info@thearc.org
<http://thearc.org>

The Arc is the largest national community-based organization advocating for and serving people with intellectual and developmental disabilities and their families. We encompass all ages and more than 100 different diagnoses including autism, Down syndrome, Fragile X syndrome, and various other developmental disabilities.

The Environmental Illness Resource

162 Bramham Drive
Oakdale Court
Harrogate, North Yorkshire, England HG3 2-2UB
Toll Free: (441) 423-528055
support@ei-resource.org
<http://www.ei-resource.org/>

The Environmental Illness Resource seeks to provide those with environmental illnesses with information of the highest quality in the hope that this will lead to improved quality of life and perhaps even recovery of good health. In addition, to provide a free and open online community in which members may exchange information between themselves and support each other in their healing journeys.

Tourette Syndrome "Plus"

940 Lincoln Place
North Bellmore, NY 11701-1016
Direct: (516) 785-2653
admin@tourettesyndrome.net
<http://www.tourettesyndrome.net/>

West Virginia University Center for Excellence in Disabilities

959 Hartman Run Road
Morgantown, WV 26506-6870
Toll Free: (877) 724-8244
Direct: (304) 293-4692
Fax: (304) 293-7294
contact@cedwvu.org
<http://www.cedwvu.org/>

Providing leadership in the development of services and supports for persons with disabilities

World Health Organization

525 Twenty-third Street
N.W.
Washington, DC 20037
Direct: (202) 974-3000
Fax: (202) 974-3663
<http://www.who.int/en/>

We are the directing and coordinating authority on international health within the United Nations' system.

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