

Job Accommodations for People who are Deaf or Hard of Hearing

Amplification Accommodations		Responding to Sounds in the Environment	
	Personal hearing instrument		Use a visual or vibrating alerting device
	Personal FM (hearing aid + FM or FM only)		Modify equipment by adding a light to the sound source
	Hearing assistance technology		Install lighted fire strobes and other visual alerting devices
	Wide area sound distribution system		Provide a vibrating text pager that may be triggered by the emergency alerting system or a web-based system
	Other: _____		Allow the employee to bring his/her hearing dog to workplace
Assistive Devices Accommodations			Other: _____
	Videophone or Text Phone		Other: _____
	Alerting Devices	Communicating by Telephone	
	Other: _____		Use telephone amplification/clarity technology
Face to Face Communications			Use hearing aid compatible headset
	Use written notes		Use a cochlear implant patch cord
	Use computer and keyboard to type messages back and forth		Use a captioned telephone
	Use a computer with speech-recognition software		Use voicemail transcription service to send an e-mail or text message of voice mail messages
	Send e-mail or text messages as alternative to face-to-face communications		Use relay conference captioning (RCC) during group conference calls
	Use a sign language interpreter or video remote interpreter (VRI) on an as-needed basis		Use a voice carry over phone (VCO)
	Use a personal assistive listening device (ALD) or portable assistive listening system (ALS)		Use video relay service (VRS)
	Encourage employees to learn and use basic sign language		Include the Telecommunications Relay Service (TRS) number (711) with the employee's business number
	Use an augmentative and alternative communication device (AAC), with or without speech		Use e-mail or instant messaging (IM) instead of voice phone
	Send e-mail or text messages as alternative to face-to-face communications		Use mobile two-way text messaging instead of voice phone
	Provide disability awareness training		Use TTY
	Other: _____		Other: _____
	Other: _____		Other: _____
	Other: _____	Safely Operating/Working Around Vehicles	
Communicating in Groups, Meetings, or Training			Establish set paths of travel for vehicles and pedestrians
	Sit at round table to facilitate lip-reading		Establish and enforce rules requiring all moving vehicles to stop and flash lights/beep horn at intersections
	Meet in quiet room to avoid extraneous noise distraction		The individual who is deaf/hard of hearing may be willing to wear hat or vest of a unique color for warning
	Adjust lighting and seating to create optimal listening		Install flashing strobe lights on moving vehicles
	Educate staff regarding meeting etiquette, i.e. one person talks at a time, maintain eye contact, do not cover mouth		Install industrial mirrors at strategic locations
	Provide written materials in advance		Install a directional worker alert system that provides visual warning of oncoming vehicles
	Allow extra time for training		Use a vibrating personal pager to alert the person who is deaf
	Use an FM, infrared, or induction loop assistive listening system (ALS)		Install a vehicle rear vision system in the forklift or vehicle
	Hire a qualified sign language interpreter as-needed		Other: _____
	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		