 **DOT Disability Resource Center Guide**

**for Mobility Devices**

The Disability Resource Center (DRC) is a centrally funded Departmental program available to assist DOT employees, first line supervisors, and decision makers with the reasonable accommodation process. Prior to engaging with the DRC, you should have an interactive discussion with your employee to better understand their need for a reasonable accommodation and determine if their condition meets the legal definition of a disability.

# **Who is an individual with a disability?**

“An individual with a disability is defined as a person who (1) has a physical or mental impairment that substantially limits one or more major life activities, (2) has a record of such an impairment, or (3) is regarded as having such an impairment.”

Major life activities include, but are not limited to, walking, seeing, hearing, speaking, breathing, learning, working, caring for oneself, performing manual tasks. reading, concentrating, standing, lifting, and bending.

# **What is a mobility device?**

People with mobility, circulatory, respiratory, or neurological disabilities use many kinds of devices for mobility, including but not limited to:

* Wheelchairs
* Walkers
* Canes
* Crutches
* Scooters

If your employee has identified that a mobility device would assist them both on and off the job, it is deemed a “personal use item” and would need to be obtained by the employee in consultation with their medical provider and insurance company. In situations where the employee requires a mobility device **only** in the performance of their essential functions, which may include official travel, and/or to access the benefits of employment, you have the option of purchasing the mobility device using your program budget or requesting procurement assistance from the DRC.

# **How do I engage the DRC?**

In instances where you or your employee are uncertain of how their needs might be accommodated, DRC staff members are available to provide consultation and guidance by way of their primary mailbox [**drc.dot.gov**](mailto:drc.dot.gov) or by leaving a voice message at 202-493-0625.

Once you have determined what accommodations are needed for the employee at work, complete the [**DRC Accommodation Request Form**](https://www.transportation.gov/drc/confidential-accommodation-request-form) using Adobe Acrobat and email to [**drc.dot.gov**](mailto:drc.dot.gov) so that an Analyst can be assigned to assist you in managing the request.

For more information and additional resources, please visit the [**DRC’s external website**](https://www.transportation.gov/drc/disability-resource-center) or their [**DOTnet page**](https://dotnet.dot.gov/work-tools/drc/disability-resource-center).