



CAP supports Agency **Telework** policies by providing services and accommodations for employees with disabilities who Telework as a form of reasonable accommodation.

CAP's Telework Initiative:

- Provides assistive technology to employees who furnish a Telework agreement indicating that they Telework as a form of reasonable accommodation and;
- Delivers a budget-neutral solution to accommodating employees with disabilities who Telework.

Benefits of Telework as a form of reasonable accommodation:

- Enables injured employees to continue working in some capacity;
- Helps employees return to work more quickly following an injury; and
- Prevents further debilitation.

Target Groups for Telework as a form of reasonable accommodation include:

- Recipients of Workers' Compensation payments;
- Employees susceptible to disability retirement;
- Employees with disabilities who may be more productive working from an alternate location; and
- Employees with disabilities who are physically unable to access the workplace.

CAP provides the assistive technology and workstation equipment required for the eligible employee to perform their job from an alternate work location:

- Agency-supported Laptop Computers, Printers, Fax Machines, Copiers, or All-in-One devices;
- Alternative Keyboards, Pointing Devices, Document Holders;
- Closed-Circuit Televisions, Screen Magnification Software, Screen Reader Software;
- Agency-approved Speech Recognition Software, Video Phones and Cognitive/Memory aids.

Additional resources:

- Interagency Telework-policies, guidance and GSA Telework Centers: www.telework.gov
- Equal Employment Opportunity Commission – policy guidance: www.eeoc.gov/policy/guidance.html
- Telework Exchange; a public-private partnership promoting Telework within the Federal Community: www.teleworkexchange.com

For more information on CAP's Telework Initiative, please contact the CAP Office at 703.681.8813. Additional information is also available on CAP's website at www.tricare.mil/cap.