



# SUCCESS STORY

## At a Glance



Industry: Professional services



Accommodation: Return to work



Condition: Paralysis

## Accommodating an Employee With a Serious Injury

Sometimes the unthinkable happens outside of work. For one lawyer, an autumn afternoon bike ride took a horrific turn.

Hit by an oncoming car while biking, he was paralyzed due to fractures in his spine. Wanting a sense of normalcy, he sought to return to work as soon as he was able. That's when his employer reached out to a Workplace Possibilities<sup>SM</sup> consultant to help accommodate his work and medical needs. The consultant used one of the industry's most generous Reasonable Accommodation Expense Benefits to help the employer help the employee get back to work.

After conducting an initial assessment, the Workplace Possibilities consultant worked with local vendors to determine the proper office layout — including desk height, computer monitor distance, keyboard and mouse functionality, and phone headset capabilities.

The layout, paired with the right equipment, accommodated the lawyer's wheelchair and his need to recline every 20 minutes to relieve pressure on his spine.

## Regular Check-ins and Adjustments

The consultant connected with the lawyer regularly to troubleshoot what wasn't working, investigate alternative options, and upgrade equipment and software. After a few months, the lawyer fulfilled his goal of returning to work on a modified schedule.

The costs to the employer for this accommodation? Nothing. All vendor services, equipment and installation costs were covered through the Workplace Possibilities Reasonable Accommodation Expense Benefit. A win-win for all.

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**About the Workplace Possibilities™ program**

The Workplace Possibilities™ program is a unique, proactive approach to helping employers prevent and manage employee absence and disability. A Workplace Possibilities consultant helps to connect employees with their health management programs and identifies opportunities to keep at-risk employees on the job or return to work faster. The program delivers rapid and measurable reductions in absence- and disability-related costs while also improving the efficiency of the HR team and increasing employee satisfaction. For tips and tools HR professionals can use to help re-imagine the way they manage absence and disability, visit [www.workplacepossibilities.com](http://www.workplacepossibilities.com).