



ClaimVantage  
**AbsenceDirect**

## Work Accommodations

**AbsenceDirect Work Accommodations software is designed to guide you and your case managers through the ADA interactive process.**

The Americans with Disabilities Act (ADA) requires an employer to engage in an interactive process with an employee with a disability, as defined by the ADA Amendment Act (ADAAA), to offer a reasonable accommodation allowing the employee to stay at work, or to return to work following a leave of absence. If no accommodation is available, leave as an accommodation can be offered as an alternative.

The longer an employee is absent from the workplace, the less likely they are to return to work. It is important to ensure an employer can offer a suitable work accommodation to ensure an employee can remain at work, or return to work following a leave of absence.

With 43% of employers struggling to interact with the ADA and ADAAA<sup>1</sup>, a software solution offers a centralized platform to apply absence policies uniformly across an organization. Work Accommodations is a cloud-based, centralized database designed to document the interactive process between an employee and a case manager.

The cost of accommodations and potential accommodations are tracked in the system. Tracking costs allows employers to conduct a cost-benefit analysis for suitable accommodations. These records also help employers to defend an undue hardship if necessary.

**AbsenceDirect Work Accommodations provides case managers with the following functionality to effectively manage the interactive process required by the ADA and ADAAA:**

- Thoroughly documents all accommodation requests received
- Stores all data in a centralized database
- Supports and records all interviews with peers, supervisors and physicians regarding accommodation needs
- All accommodation details can be easily exported to PDF to ensure all data is easily accessible
- Images and other documentation can be attached to the claim
- The cost of accommodations and potential accommodations are tracked in the system
- The Jan.org searchable index is provided to help case managers determine suitable accommodations for specific disabilities
- Photographs and other documentation can be attached to the claim
- Drag-and-drop reporting capability

<sup>1</sup> 2015 DMEC Employer Leave Management Survey White Paper

**Go to [ClaimVantage.com](https://ClaimVantage.com) to learn more about our innovative absence claims processing solution.**

ClaimVantage is an international provider of automated claim processing software for life, health, and absence claim management for insurance companies, Third Party Administrators (TPAs) and employers.

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