

Powerful Patient #15

Host: Joyce Graff, WebTalkRadio.net

Disabilities and Workplace Accommodation

Edward Matisik, an attorney from Washington, D.C., a leading legal authority on obsessive-compulsive disorder (OCD) and the law, has published the second edition of his much-acclaimed book, *The Americans with Disabilities Act and the Rehabilitation Act of 1973: Reasonable Accommodation for Employees with OCD*.



Ed Matisik works with people with OCD.

While OCD is likely not the condition you are dealing with, this conversation will help you learn strategies for keeping your job, convincing your employer to be flexible and work with you to accommodate the circumstances of your medical condition.

1) About Our Guests

Gary L. Wood, Psy.D., founder of the Wood & Associates consulting practice, is a pioneer in the field of Employee Assistance Program (EAP) services. Since 1979, his practice has centered on providing solutions to employee and organizational problems. His vision of "caring for the people who take care of your company" has resulted in professional services that help employers maintain their most important asset - the people. In the last 15 years, Gary and his team have turned their attention to organizational leadership/executive development and human resource management solutions, assisting its clients in managing employee stress and conflict. Gary is a licensed clinical psychologist, a member of The National Register of Health Service Providers in Psychology, and a graduate of Rutgers University, West Georgia College and Mercer University. <http://www.woodassociates.net/>

Edward N. Matisik is a writer and attorney in Washington, D.C. He writes extensively on disability and education law for a variety of publications, and has authored two books on disabilities and education. Mr. Matisik has spoken throughout the United States on legal issues related to obsessive-compulsive disorder, he has appeared on the Discovery Channel as a commentator on OCD and the law, and he has been quoted in several law reviews. He holds a bachelor's degree from Boston University, master's and law degrees from American University, and he has studied medicine at George Washington University. <http://www.ocdbookstore.com>

2) Help on Job Accommodation

The Job Accommodation Network (JAN) is a free consulting service designed to increase the employability of people with disabilities by: 1) providing individualized worksite accommodations solutions, 2) providing technical assistance regarding the ADA and

other disability related legislation, and 3) educating callers about self-employment options. It is a free service of the Office of Disability Employment Policy of the U.S. Department of Labor. See <http://www.jan.wvu.edu/> Voice: 800-526-7234, TTY for the deaf: 877-781-9403.

Webcast training sessions are held on the second Tuesday of the month, 2-3 pm Eastern. Registration is free, but space is limited, so you must sign up in advance. There is captioning for the deaf. To participate in a webcast, you need a computer running Macromedia Flash Player. The session is broadcast over the internet. See their website for details and a schedule of events.

3) Additional websites with helpful information:

U.S. Equal Opportunity Employment Commission:
<http://www.eeoc.gov/facts/jobapplicant.html>

Employers and the ADA: Myths and Facts, from the Department of Labor
<http://www.dol.gov/odep/pubs/fact/ada.htm>

Job Applicants and the ADA
<http://www.dol.gov/odep/pubs/fact/ada.htm>

4) More about OCD Bookstore and Ed's book

The Americans with Disabilities Act and the Rehabilitation Act of 1973: Reasonable Accommodation for Employees with OCD.

The Second Edition builds upon and updates the first edition with new data enabling consumers who have OCD the ability to understand the nature of their rights in the workplace under federal law.

It is the only published book that examines federal statutes, regulations and cases involving employees with OCD and other mental disabilities. It also offers guidance to employees, employers, and medical and legal professionals on how to deal with OCD in the workplace.

The book was released in e-book format by The OCD Bookstore of Washington, D.C. through their website <http://www.ocdbookstore.com> .

OCD is a highly prevalent anxiety disorder that can be found in millions of employees at all levels of the American workplace. According to the National Institute of Mental Health in Washington, DC, OCD affects 2.3% of the U.S. population between the ages of 18 and 54, making it one of the most common mental illnesses among American working adults alongside other mental health issues, such as depression. In a study published by

the National Institutes of Health, it was estimated that the prevalence of OCD in the United States is consistent with the prevalence of OCD in all other countries of the world.

This unique book was written to address the lack of information on OCD in the workplace and the legal rights individuals with OCD have in obtaining and maintaining productive employment. It explains the provisions of the two major federal laws on disabilities and employment—the Americans with Disabilities Act and the Rehabilitation Act of 1973 -- provides examples of the enforcement of those rights in the American legal system, and offers guidance to workers with OCD on how to enforce their rights.

The e-book version of the 2nd edition of *The Americans with Disabilities Act and the Rehabilitation Act of 1973: Reasonable Accommodation for Employees with OCD* may be purchased online at <http://www.ocdbookstore.com> .

For more information about *The Americans with Disabilities Act and the Rehabilitation Act of 1973: Reasonable Accommodation for Employees with OCD* or Edward Matisik, please contact the OCD Bookstore by phone at (301) 547-3484 or by e-mail at press@ocdbookstore.com.