Employer Assistance and Resource Network on Disability Inclusion

ADVANCING WORKFORCE DIVERSITY

AskEARN.org

BRIEF:

Transportation and Workplace Flexibility

Workplace flexibility allows employees the ability to choose the time, place, or manner in which they work best. Many workers with disabilities need help accessing basic transportation, may not drive, or may rely on public transportation or paratransit. As a result, they will base their schedules and work arrangements on how they can get to work. Some employees who are also caregivers may need to provide transportation for a loved one during portions of their day, which can make an in-person job even more challenging.

Workplace flexibility benefits workers with and without disabilities who face transportation barriers. In addition, workplace flexibility and reasonable accommodations can work together to support an employee's needs, including for transportation. Thus, flexibility policy works best when employers consider their workers' transportation needs. Here are three ways in which this can occur:

**TIME:** Many in-person workers rely on infrequent public transportation or paratransit to get to and from work. To address this challenge, many employers also allow in-person workers to align their schedules with public transportation, paratransit, or carpool times. Other workers may need to provide transportation for loved ones during working hours. Flexible schedules can help these workers align their transportation and job needs.

Learn more from [this article on flexible schedules by the Job Accommodation Network (JAN)](https://www.jan.com/articles/article/760).

**PLACE:** It can be difficult for some workers to get to work because they have specific transportation needs. Remote work can help workers avoid these challenges.

Learn more from the [EARN webinar, Telework In Action: A Disability Inclusion Practice Whose Time Has Arrived](https://www.askearn.org/).
**BENEFITS:** Benefits work best when they include support for public transportation, paratransit, reserved accessible parking, and/or carpooling. Many employers connect workers to resources that can help them with transportation for themselves or a loved one. Others maintain lists of resources and organizations that help workers with transportation needs.

Learn more from the [Transportation to Work Toolkit](https://nationalcenterformobilitymanagement.org/wp-content/uploads/2021/03/Transp_to_Work_Toolkit_2021.pdf) (PDF) produced by the Community Transportation Association of America (CTAA), Federal Transit Administration (FTA), and Department of Labor Office of Disability Employment Policy (ODEP).

A variety of resources help employers support employees’ transportation needs in a flexible workplace:

- The [National Aging and Disability Transportation Center](https://nacto.org/transportationcenter) offers information and support on transportation for people with disabilities and older adults.
- The [National Center for Mobility Management](https://nationalcenterformobilitymanagement.org/) provides resources for supporting various transportation needs, including options for employees.
- The [CTAA](https://www.ctaa.com) provides support and resources on transportation access, including for commuting for disabled people.
- Most places in the United States have metropolitan planning organizations (MPOs) that provide resources and support for employers to help workers with transportation needs. This [Department of Transportation database](https://www.highway.dot.gov/metro-regional/planning) lists all local MPOs across the United States.

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*i* Job Accommodation Network. (2018). Workin' 9 to 5: Not the only way to make a living. [https://askjan.org/articles/9to5.cfm](https://askjan.org/articles/9to5.cfm)


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