

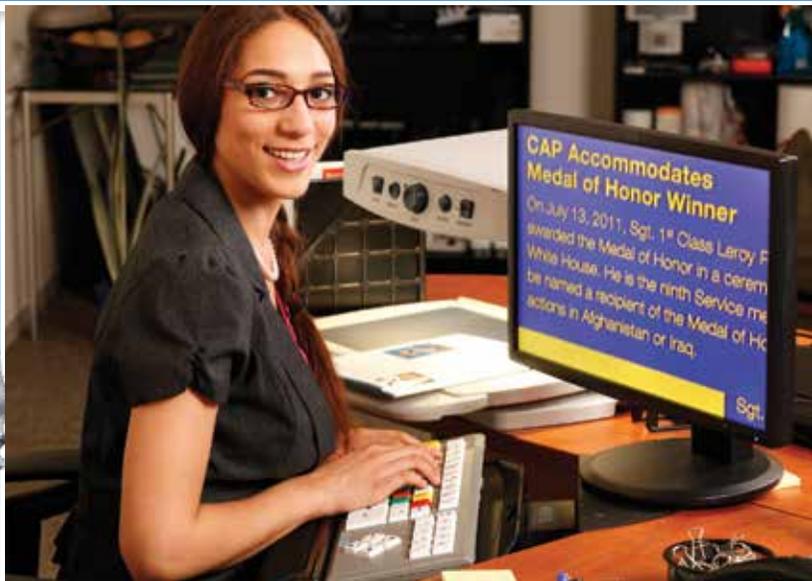


Computer/Electronic
Accommodations
Program

Real Solutions for Real Needs

Accommodating Federal Employees with
Disabilities and Wounded Service Members

About CAP



Real Solutions for Real Needs

The Computer/Electronic Accommodations Program (CAP) helps ensure that people with disabilities and wounded Service members have equal access to the information environment and opportunities in the Federal Government. CAP helps remove barriers to federal employment by eliminating the costs of assistive technology.

CAP Customers

CAP provides solutions to individuals with cognitive, communication, dexterity, hearing, and vision disabilities to make job tasks more accessible in support of federal law, including Sections 501, 504 and 508 of the Rehabilitation Act of 1973, as amended.

CAP Services

If you have a disability and are an employee of the Department of Defense (DoD), a CAP federal agency partner, or a federal hiring manager, you're eligible for CAP services such as:

- Assistive technology – *free of charge*
- Individualized needs assessments*
- Demonstrations of assistive technology
- Disability education and awareness
- Section 508 guidance

* CAP staff assess individual needs on a case-by-case basis. The assessment process can expedite the identification of appropriate accommodation solutions and is an important part of the accommodations process.

To learn more about CAP services, visit our website.



CAP Technology Evaluation Center

The CAP Technology Evaluation Center (CAPTEC) is a demonstration and assessment facility located in the Pentagon. People seeking solutions to accessibility challenges can visit CAPTEC to see assistive technology and compare different solutions.

Assistive technologies for evaluation include:

- **Blind or low vision:** screen readers, magnification software, Braille displays, and closed circuit televisions
- **Communication disabilities:** word prediction software, text-based devices, and voice amplifiers
- **Cognitive disabilities:** cueing and memory aides, notetakers, and speech recognition software
- **Deaf and hard of hearing:** assistive listening devices, telephone amplification devices, and videophones

- **Dexterity disabilities:** computer input devices, including alternative keyboards, pointing devices, and speech recognition software

Technology demonstrations and needs assessments can also be conducted via Video Teleconferencing.

To schedule an appointment, contact cap.captec@mail.mil or visit our website.

Programs



CAP supports the Employment Lifecycle through accommodations and support services. For human resource managers or hiring officials, CAP can help increase placement of people with disabilities by eliminating the costs of accommodations. We help people with disabilities and wounded Service members come to work, stay at work, and return to work.

Come to Work

Workforce Recruitment Program: This program provides summer internships for college students with disabilities. CAP provides assistive technology for these interns, many of whom become full-time federal employees after graduation. Visit www.wrp.gov to learn more.

Schedule A Hiring Authority: Schedule A is the fastest and most efficient way to hire a qualified candidate with a disability. For more information, visit www.eeoc.gov or www.opm.gov.

Stay at Work

Telework: CAP supports Telework as a form of reasonable accommodation. View our quick tips online about Telework and go to www.telework.gov to learn more.

Work Life Wellness Program: CAP assists in reducing the loss of employees via disability or retirement. Employees can learn more about how to stay productive and healthy on our website.

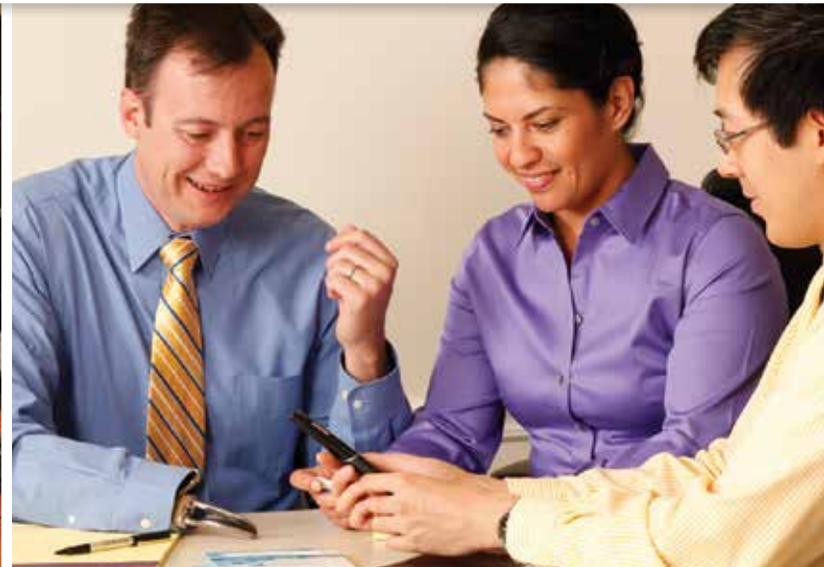
Return to Work

Workers' Compensation: CAP partners with employers and injured workers to help claimants return to work by providing assistive technology at their jobsite or Telework location. Learn more on our website.

Wounded Service Member Initiative:

CAP provides assistive technology to help wounded Service members regain independence.

WSM Initiative



Wounded Service Member Initiative

Many of our Service members experience significant limitations or disabling conditions from injuries sustained while on active duty. CAP works closely with medical providers, therapists, case managers, and wounded Service members across the nation to ensure they receive assistive technology for their needs. Accommodations are available for Service members with vision or hearing loss, dexterity impairments, including upper extremity amputation, and communication and cognitive difficulties, including Traumatic Brain Injury and/or Post Traumatic Stress Disorder (PTSD).

Once the appropriate assistive technology is identified, CAP provides the solutions, *free of charge*, to support a Service member's medical recovery and rehabilitation and in many cases, return to service or federal employment.

The CAP Wounded Service Member Initiative provides:

- Assistive technology and training during recovery and rehabilitation
- Individualized needs assessments
- Medical and support personnel training
- Accommodations for internships and/or permanent employment within the Federal Government
- Information on special hiring authorities for veterans

The ability to use assistive technology during the early phases of recovery can greatly impact rehabilitation outcomes and future employment opportunities. In addition, wounded Service members may retain assistive technology upon separation from active duty service.

Visit www.cap.mil/wsm to learn more.

CAP Online Tools



CAP offers a number of online tools to help customers, including:

- **Request an Accommodation:** CAP customers unsure of their needs can complete an online assessment. Individuals who already know the technology or services they require may fill out an online request for accommodation solution(s).
- **Browse Assistive Technology:** Customers can view available assistive technology to maintain, increase, or improve their ability to perform their job or seek employment.
- **Online Newsletter:** CAP's quarterly newsletter, *CAPtions*, provides updates, resources, and much more.
- **Listserv:** Sign up to receive information on a variety of topics including CAPTEC, Telework, CAP initiatives, CAP's support for wounded Service members, and other disability employment resources.

- **Online Training:** A series of online training modules to help federal employers understand how simple and beneficial hiring employees with disabilities can be.
- **Assistive Technology Videos:** A series of short videos to demonstrate available assistive technology.
- **Quick Tips:** A series of short videos to help answer CAP's most frequently asked questions.
- **Workplace Ergonomics Reference Guide:** A reference guide to help employees stay healthy and productive.
- **CAP App:** Stay up to date on new assistive technology, disability events and more on the go!
- **Social Media:** Stay connected with CAP on Facebook, Twitter and YouTube.

Visit our website to start using our online tools today!



Computer/Electronic
Accommodations
Program

1700 N. Moore Street, Suite 1000, Arlington, VA 22209
T 703-614-8416, **Videophone** 571-384-5629
Email cap@mail.mil, www.cap.mil