

# Workplace Accommodations and Ergonomics

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**Injury prevention is an important aspect of many companies' workers' compensation cost-containment programs. Two prevention strategies are "accommodations" and "ergonomics."**

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## **Accommodations**

*Accommodations* are changes or adjustments to a job or work environment that will enable a worker to perform the job. Types of accommodations include: making existing facilities readily accessible and useable; restructuring job duties or tasks; modifying work schedules; acquiring or modifying equipment or devices; providing readers or interpreters; and modifying exams, training materials, or policies.

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## **Ergonomics**

*Ergonomics* is the term used to describe a process of designing user-friendly jobs and eliminating job hazards that can cause injury and illness. Some jobs require awkward postures, use of excessive force, or significant repetition. Making ergonomic improvements in the workplace can result in fewer injuries, reduced absenteeism, decreased turnover, increased efficiency, improved work quality, higher morale, and lower workers' compensation costs.

Businesses can obtain more information on these strategies from Michigan Rehabilitation Services (MRS), a division of the Michigan Department of Labor & Economic Growth. MRS provides assistance and information to businesses that are considering workplace adjustments for their workers. This assistance is available at each of the MRS offices throughout the state. Call 1-800-605-6722 (voice) or 1-888-605-6722 (TTY) for office locations or more information. The initial consultation is free.

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## **Accommodation Center**

The state also operates the Disability Management Program, Accommodation Center, with locations in Lansing and Farmington Hills. These centers use a comprehensive team approach to design and provide accommodations and ergonomics for specific employer needs. Services to businesses include:

- work station and seating evaluations
- ergonomic risk factor assessments
- ergonomics training
- assistive technology assessments
- complete follow-up on all services provided

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Please contact the Accommodation Center nearest you:

25900 Greenfield Road, Suite 150  
Oak Park, MI 48237  
1-877-901-7361  
(toll free, voice/TTY)

1048 Pierpont, Suite 6  
Lansing, MI 48913  
1-888-271-8337  
(toll free, voice/TTY)