

# Michigan Rehabilitation Services

## Workplace Accommodations and Ergonomics

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 usable, restructuring job duties or tasks, modifying work schedules, acquiring or modifying equipment or devices, providing readers or interpreters, and modifying exams and training materials.

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### Ergonomics

Ergonomics describes a process of designing user-friendly jobs by reducing or eliminating job hazards that can cause injury and illness. Some jobs are often performed using awkward postures, 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 information on these strategies from Michigan Rehabilitation Services (MRS), an agency of the Michigan Department of Labor and Economic Opportunity. 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 and TTY) or visit our website at [www.michigan.gov/mrs](http://www.michigan.gov/mrs) for office locations and more information. There is no charge for the initial consultation.

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### Accommodation Centers

MRS operates the Business Network Division's Accommodation Centers, with locations in Lansing and Oak Park. These centers use a comprehensive team approach to design and provide accommodations and ergonomics for specific employer needs. Services to businesses include:

- Workstation 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 MRS Accommodation Center nearest you:

#### Oak Park Accommodation Center

25900 Greenfield Road, Suite 430  
Oak Park, MI 48237  
877-620-7939  
(toll free, voice/TTY)

#### Lansing Accommodation Center

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

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