



American Brain Tumor Association

## **EMPLOYMENT RIGHTS & JOB RETRAINING RESOURCES**

Whether you are young or old, male or female, being employed is part of your lifestyle. You work to be productive, earn a living, support a family and contribute to society. Working can serve as a source of support, through positive relationships with co-workers, and also as a source of enrichment, through learning and applying knowledge while on the job.

You, like many other brain tumor survivors, may want to participate in the same activities as you did prior to receiving a brain tumor diagnosis. Often times, this means returning to the workforce.

Some brain tumor survivors may work in an environment with supportive co-workers and managers that promote job growth. On the other hand, some brain tumor survivors may feel like they are being treated unfairly or unjustly in the workplace. Some may have even been denied a job or career advancement due to the diagnosis of a brain tumor. In these particular situations, brain tumor survivors often feel hurt, angry and confused. In response to this need, this resource sheet was developed to help educate you about your legal rights as an employee. Thus, if you become more aware of your legal rights as an employee, you will become better equipped to advocate for yourself or even for a loved one.

For whatever reason (physical, emotional, or mental stress), some brain tumor survivors may not return to their prior place of employment. You may think to yourself, “What do I do now?” Therefore, we have also included some resources that can help you identify employment goals and help to structure job retraining programs to meet your specific needs.

This resource sheet contains information on legal rights, where and how to access assistance, advocacy and resources that provide job retraining, to successfully guide you back into the workforce. Please contact the American Brain Tumor Association at 800-886-2282, if you have questions or are in need of further assistance.

## LEGAL RIGHTS AND ADVOCACY

### AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES (AAPD)

800-840-8844

[www.aapd-dc.org](http://www.aapd-dc.org)

AAPD offers a comprehensive website for disability-related news and information. The website also includes a disability resources page which can be accessed from the homepage by clicking the “*Disability Resource*” tab.

### AMERICAN BAR ASSOCIATION (ABA)

800-285-2221

[www.abanet.org](http://www.abanet.org)

For those needing to seek legal consultation or to find a qualified lawyer, the ABA can offer assistance with this. Contact the ABA via telephone or website to locate legal help all across the United States.

### AMERICANS WITH DISABILITIES ACT ADA HOMEPAGE

800-514-0301

800-514-0383 (TDD)

[www.ada.gov](http://www.ada.gov)

The ADA website provides general ADA information and technical assistance materials. Publications can be downloaded through the website or ordered over the telephone. A free CD-rom, which contains a collection of ADA materials, can also be ordered.

### CANCER AND CAREERS

[www.cancerandcareers.org](http://www.cancerandcareers.org)

This website is aimed at working women with cancer, employers, co-workers, caregivers and health care providers. Information is available on legal rights, how to talk with co-workers/managers and filing for disability. The website can also be viewed in Spanish.

## CANCER LEGAL RESOURCE CENTER

866-843-2572

213-736-1455

[CLRC@LLS.edu](mailto:CLRC@LLS.edu)

[www.cancerlegalresourcecenter.org](http://www.cancerlegalresourcecenter.org)

The Cancer Legal Resource Center is a joint program of the Disability Rights Legal Center and the Loyola Law School. The center offers a toll-free national telephone assistance line which provides free and confidential information on cancer-related legal issues.

## LEGAL SERVICES CORPORATION (LSC)

202-295-1500

[info@lsc.gov](mailto:info@lsc.gov)

[www.lsc.gov](http://www.lsc.gov)

The Congress of the United States created the LSC in 1974 to promote equal access to justice and to provide legal assistance to low-income Americans. To locate LSC funded programs by state of residence, click the “Find Legal Assistance” tab on the LSC website.

## NATIONAL COALITION FOR CANCER SURVIVORSHIP

888-650-9127

301-650-9127

[www.canceradvocacy.org](http://www.canceradvocacy.org)

The National Coalition for Cancer Survivorship (NCCS) is a survivor led cancer advocacy organization. The website provides information and resources on employment rights. NCCS publishes, “Working it Out: Your Employment Rights as a Cancer Survivor.” This publication can be downloaded through the website or ordered over the telephone.

## NATIONAL PARTNERSHIP FOR WOMEN AND FAMILIES

202-986-2600

[info@nationalpartnership.org](mailto:info@nationalpartnership.org)

[www.nationalpartnership.org](http://www.nationalpartnership.org)

The National Partnership for Women & Families is a nonprofit, nonpartisan organization which works to promote fairness in the workplace and meet the needs of women, men and their families. The website provides information on workplace discrimination, the Family and Medical Leave Act (FMLA) and the Health Insurance Portability and Accountability Act (HIPAA).

PATIENT ADVOCATE FOUNDATION (PAF)  
800-532-5274

[help@patientadvocate.org](mailto:help@patientadvocate.org)

[www.patientadvocate.org](http://www.patientadvocate.org)

The Patient Advocate Foundation is a national non-profit organization which provides case management services, publications on job discrimination and disability and a comprehensive section of the website dedicated to employment related information.

U.S. EQUAL EMPLOYMENT OPPORTUNITY  
COMMISSION (U.S. EEOC)

800-669-4000

800-669-6820 (TTY)

[www.eeoc.gov](http://www.eeoc.gov)

The U.S. EEOC enforces federal laws that prohibit job discrimination. Live customer service representatives are available to offer assistance between 8:00 a.m. and 8:00 p.m. Eastern Time and can speak in more than 150 different languages. An automated system with answers to frequently asked questions is available on a 24-hour basis.

The website also contains a listing of district offices and field, local or area offices within a particular jurisdiction. The U.S. EEOC provides publications that are offered in English, Spanish, Arabic, Chinese, Haitian Creole, Korean, Russian, Vietnamese and Braille. Publications can be downloaded or printed directly from the website and/or can be ordered through their toll-free number.

JOB RETRAINING

CAREER ONE STOP

877-348-0502

877-889-348-0501 (TTY)

[www.acinet.org](http://www.acinet.org)

This resource provides information on employment and job retraining programs. Interactive tools for career development as well as online job coaches are available.

CAREER VOYAGES

877-872-5627

[www.careervoyages.gov](http://www.careervoyages.gov)

Collaboration between the U.S. Department of Labor and the U.S. Department of Education, Career Voyages is designed to provide information about high growth occupations and the skills & education needed to attain these jobs. Visit the Career Voyages website to access career advisors, video tutorials and career building tools.

## DISABILITYINFO.GOV

[www.disabilityinfo.gov](http://www.disabilityinfo.gov)

Provided through the federal government, this online resource website provides links for employees and job-seekers with disabilities. This website provides information on the ADA, job accommodations and vocational rehabilitation.

## EASTER SEALS DISABILITY SERVICES

800-221-6827

[www.easterseals.com](http://www.easterseals.com)

Easter Seals works to assist children and adults with disabilities and their families. Many services are provided including job-training and employment goals.

## JOB ACCOMODATION NETWORK (JAN)

800-526-7234

877-781-9403 (TTY)

[www.jan.wvu.edu](http://www.jan.wvu.edu)

JAN is a service of the office of Disability Employment Policy of the U.S. Department of Labor. JAN provides free consulting to increase the employability of individuals with disabilities. JAN educates callers about self-employment options and provides technical assistance regarding the ADA.

## MARRIOTT FOUNDATION FOR PEOPLE WITH DISABILITIES

301-380-7771

[www.marriottfoundation.org](http://www.marriottfoundation.org)

The Marriot Foundation was established in 1989 to enhance employment opportunities for young people with disabilities through the program, “Bridges...from school to work.” This program supports mutually beneficial job placements to meet the workforce needs of local employers and the vocational needs of young people. At the Marriott Foundation website, there is a FAQ section and personal stories from those who make up the Bridges program. The Marriott Foundation has six regional offices located in Atlanta, Chicago, Dallas, Los Angeles, Philadelphia, San Francisco/Oakland, and Washington DC/Montgomery Co, MD.

## NATIONAL CENTER ON WORKFORCE AND DISABILITY/ADULT (NCWD)

888-886-9898 (voice/TTY)

[www.onestops.info](http://www.onestops.info)

NCWD provides information on job retraining, technical assistance and legal rights. For more specific information, click “For Career Seekers” from the drop down menu on the website homepage.

NATIONAL DISSEMINATION CENTER FOR CHILDREN  
WITH DISABILITIES (NICHCY)

800-695-0285 (V/TTY)

[nichcy@aed.org](mailto:nichcy@aed.org)

[www.nichcy.org](http://www.nichcy.org)

NICHCY's services focus on the needs of youth from birth to age 22. A state listing of educational and vocational services is available in the state resources section of the website. NICHCY also offers e-news and a resource center. The website can also be viewed in Spanish.

OFFICE OF DISABILITY EMPLOYMENT POLICY (ODEP)  
U.S. DEPARTMENT OF LABOR

866-633-7365

877-889-5627 (TTY)

[www.dol.gov/odep](http://www.dol.gov/odep)

ODEP focuses on developing and influencing disability related employment policy. The ODEP website includes publications, programs/initiatives, technical assistance, services and reports.

THE WORK SITE: TICKET TO WORK

866-968-7842

866-833-2967 (TTD)

[www.ssa.gov/work](http://www.ssa.gov/work)

The Ticket to Work program provides more choices to Social Security beneficiaries by issuing tickets to obtain employment services, rehabilitation services, or other support services to achieve a vocational goal.

VOCATIONAL REHABILITATION STATE OFFICES

[www.jan.wvu.edu/cgi-win/TypeQuery.exe?902](http://www.jan.wvu.edu/cgi-win/TypeQuery.exe?902)

Click the alphabetical list of states to locate vocational rehabilitation resources within the specific state of interest. This website is part of the Small Business and Self-Employment Services (SBSES) which is under the Office of Disability Employment Policy of the U.S. Department of Labor.

This information is not intended as a substitute for professional medical advice and does not provide advice on treatments or conditions for individual patients. All health and treatment decisions must be made in consultation with your physician (s), utilizing your specific medical information. The American Brain Tumor Association does not endorse any of the organizations listed or guarantee that individuals will qualify for the services they provide. Please contact each organization for their specific guidelines.

This resource was made possible by a generous Social Work grant from the Tim and Tom Gullikson Foundation.

March, 2009