



## **Your Employment Rights, Responsibilities and Resources During COVID-19**

COVID-19, called the Coronavirus, has made changes at work for many people with disabilities. It is important that you know your rights! Talk with people who support you and your employer so that you can make the right choice for you about work. Things to talk about are:

1. Are you at risk because of your age or health?
2. Can you 'physical distance' at your job? Physical distance means staying 6 feet or more away from people.
3. Is your employer making your job safe from the virus?
4. If your employer has new rules at work to keep people safe, can you follow them?
5. Can you get the supports you need at work?
6. What are your reasons for wanting to work? Are these reasons worth the risk of getting sick?
7. Will your boss fire you if you do not to go back when they open?

### **You Have a Right to:**

- Go to work if you are a working in an essential job. Essential jobs are at business that lawmakers in your town, county or state have let stay open. Ask your boss if your job is essential.
- Get an essential job, even a temporary one, if you want to work.
- Get services to help you find a job.
- Get job coaching supports through a phone or computer for work if you need them.
- Live at your house or apartment even if you chose to go to work.



- Talk to coworkers who are your friends through your phone or computer.
- Talk to your boss about going back to work if you have been laid off or taking time off work
- Ask your boss for accommodations if your health or age puts you at risk for the virus. A job accommodation is a change to a job or work area that makes it possible for you to do your job.
- Get support to understand how your benefits can change if your job or money you get changes.
- Get the rides you need to get to work. If rides were on your plan before the virus happened, they should stay on your plan. If you need new or different rides, ask your care manager or IRIS consultant about putting them on you plan.
- Call Disability Rights Wisconsin at 800-928-8778 if you think your employment rights are violated.
- Get support to understand and use all of your rights. If you need help ask your care manager, IRIS consultant or your service provider for help.

### **Your Responsibilities:**

- **You need to tell agencies about changes to the amount you work and money you get.** Work and money can change your benefits and services. Make a list of people to tell, like your Division of Vocational Rehabilitation counselor, care Manager or IRIS Consultant, the Social Security Administration, Unemployment office, etc.). Ask someone to help you if needed.
- **If you are working, you need to keep yourself and the people around you safe.** You do this by washing your hands a lot, wearing a

mask, staying six feet away from other people, and not going to work if you are sick. Ask your employer about ways to stay safe at work.

- **Contact your boss to find out if and when you need to go back to work.** Ask them what they are doing to keep people safe at work and the new rules you will need to follow.
- **Learn how to ask for accommodations.** If you think you need an accommodation to stay safe at work but your employer does not know you have a disability, you need to decide if it is a good idea or not to tell them about your disability. You can learn more about asking for accommodations by calling or emailing the Job Accommodation Network at <https://askjan.org>

### **Resources:**

**WI Division of Vocational Rehabilitation:** <https://dwd.wisconsin.gov/dvr/>

**Disability Rights Wisconsin:** [www.disabilityrightswi.org](http://www.disabilityrightswi.org)

**Job Accommodation Network:** <https://askjan.org>

**Job Discrimination:** You can reach out to EEOC to ask questions or to file a charge of discrimination at: 1-800-669-4000 (voice); 1-800-669-6820 (TTY); 1-844-234-5122 (ASL Video Phone). Or, contact Maria direct at [maria.flores@eeoc.gov](mailto:maria.flores@eeoc.gov).

**Wisconsin Work Incentives Planning and Assistance:** <https://eri-wi.org/programs/wipa/>

**The Social Security Administration:** 1(800)772-1213

**Wisconsin Unemployment Insurance:** <https://dwd.wisconsin.gov/uiben/>  
or (608) 266-3131

**United Way 211:** 211 can help you find information or services for a variety of needs. 211 is free and confidential. You can text COVID19 to 211-211, visit [www.211wisconsin.org](http://www.211wisconsin.org) or call 211.

**Aging and Disability Resources Centers** (available in every county)  
<https://www.dhs.wisconsin.gov/adrc/index.htm>