

AGENCY RESOURCES: MENTAL HEALTH ACCOMMODATIONS

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) | FEDERAL

- [Mental Health Conditions: Resources for Job Seekers, Employees, and Employers](#) | EEOC's hub page linking its full library on this topic.
- [Depression, PTSD, & Other Mental Health Conditions in the Workplace: Your Legal Rights](#) | Plain-language guide on coverage, accommodation examples, and privacy rights.
- [Enforcement Guidance on the ADA and Psychiatric Disabilities](#) | The core enforcement guidance distinguishing covered psychiatric disabilities from ordinary traits/stress.
- [Enforcement Guidance on Reasonable Accommodation and Undue Hardship Under the ADA](#) | The definitive source on what counts as reasonable, the interactive process, and undue hardship.
- [What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#) | includes the general-anxiety-vs.-diagnosed-condition distinction.
- [Questions & Answers: Association Provision of the ADA](#) | Covers caregiving/family-member scenarios (the childcare distinction).
- [List of EEOC Disability-Related Enforcement and Policy Guidance and Q&A Documents](#) | The master index if you need something not listed here.



WRITTEN BY:

Amy Robinson

Erin Burris

Stacie Damazo DeSimone

OREGON BUREAU OF LABOR & INDUSTRIES (BOLI)

- [BOLI Disability Accommodation Toolkit](#) | Sample forms, request templates, and accommodation examples for Oregon employers.
- [BOLI Disability Rights](#) | Overview of Oregon disability discrimination law.
- [OAR 839-006-0205—Disability and Employment Rights: Definitions](#) | Oregon's regulatory definitions, including essential function.
- [OAR 839-006-0206—Disability and Employment Rights: Reasonable Accommodation](#) | Oregon's reasonable accommodation and undue hardship standard.

WASHINGTON STATE HUMAN RIGHTS COMMISSION (WSHRC)

- [WSHRC: Disability in Employment](#) | Washington State Human Rights Commission's employer-facing disability/accommodation page.
- [WSHRC Disability Q&A](#) | Plain-language Q&A on disability nondiscrimination and accommodation under the Washington Law Against Discrimination (RCW 49.60).

JOB ACCOMMODATION NETWORK (JAN)

- [JAN Mental Health Hub](#) | JAN's dedicated portal on workplace mental health accommodations.
- [JAN: Mental Health Conditions](#) | Accommodation ideas organized by condition and job function, plus links to condition-specific pages (e.g., [Depression](#), [Anxiety Disorder](#), [PTSD](#)).
- [JAN Homepage](#) | Free one-on-one consultation service (1-800-526-7234) for accommodation troubleshooting on specific cases.

Disclaimer: Prepared as a companion handout to Miller Nash's 2026 Employment Law Seminar presentation on Mental Health Accommodation in the Workplace. Links point to the issuing agency's website(s) as of the date this handout was prepared; confirm current guidance before relying on it, as agency pages are periodically updated or reorganized.