



PERSONAL ASSISTANCE SERVICES

For many individuals with disabilities, personal assistance services (PAS) help make employment possible. Some people use PAS to carry out activities of daily living. Depending on the individual, such activities might include getting up and ready for work, bathing, dressing, cooking, cleaning, or running errands.

Some people also use PAS in the workplace. Examples of workplace PAS vary but may involve activities such as retrieving materials out of reach or providing travel assistance for an employee with a mobility impairment; helping an employee with a cognitive disability in decision-making; reading printed materials to an employee who is visually impaired; or ensuring a sign language interpreter is present during meetings for an employee who is deaf.

Whether at home or work, PAS can be essential to employment success. At USTDA PAS requests and approvals are processed by following the USTDA Reasonable Accommodation process.

The following resources offer further information about PAS:

- [Personal Assistance Services \(PAS\) in the Workplace](#) – Publication on PAS developed by ODEP's Job Accommodation Network (JAN).
- [Questions and Answers: Federal Agencies' Obligation to Provide Personal Assistance Services \(PAS\) under Section 501 of the Rehabilitation Act](#) – Guide from the Equal Employment Opportunity Commission to assist Federal agencies to provide personal assistance services (PAS) under Section 501 the Rehabilitation Act of 1973.
- [Personal Assistance Services on the Job](#) – Information brief from the National Collaborative on Workforce and Disability for Youth (NCWD/Youth) for service providers to youth with disabilities.
- [Questions and Answers: The EEOC's Final Rule on Affirmative Action for People with Disabilities in Federal Employment](#) – Information on PAS related to the Equal Employment Opportunity Commission's final rule to amend the regulations implementing Section 501 of the Rehabilitation Act of 1973. Part of the rule requires that Federal agencies, as an aspect of affirmative action,

provide personal assistance services to employees who need them because of a targeted disability.

- [Funding Options for Personal Assistance Services](#) (PDF) – This paper looks at how Flexible Spending Accounts can be used for PAS for people who need help with at least one activity of daily living (ADL).
- [Resources on Personal Assistance Services](#) – A series of guides and fact sheets about PAS from the Independent Living Research Utilization (ILRU) program, a national center for information, training, research, and technical assistance in independent living.
- [Personal Assistance as a Reasonable Accommodation](#) – Information from the U.S. Department of Transportation on workplace PAS. An employee who travels for work and requires these services is not personally responsible for covering the additional costs incurred as a direct result of the travel.