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ACED Job Demands and Accommodation Planning Tool (JDAPT): User guide

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ACED Job Demands and Accommodation Planning Tool (JDAPT): User guide

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The ACED Toolkit, including the Job Demands and Accommodation Planning Tool (JDAPT), was developed by the Accommodating and Communicating about Episodic Disabilities (ACED) Partnership Project, led by Dr. Monique Gignac at the Institute for Work & Health from 2016 to 2025. ACED was funded as part of the Healthy and Productive Work initiative, a joint initiative of the Canadian Institutes of Health Research (CIHR) and the Social Sciences & Humanities Research Council of Canada (SSHRC).

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About the JDAPT

What is the JDAPT?

The Job Demands and Accommodation Planning Tool (JDAPT) is a free, online tool that identifies job demands that are difficult for a worker due to their health and suggests personalized support and accommodation ideas that can help people continue to work comfortably, safely, and productively.

Why is a resource like the JDAPT needed?

In Canada, Europe, and the U.S., about 27% of the population report having a disability – in other words, people experience difficulties or limitations when performing everyday activities that are related to their health or another condition.

Health conditions that can create a disability are often episodic or intermittent, and many people have periods of relatively good health with few, if any, limitations that are mixed with periods of more severe disability. Health conditions can also be unpredictable in their timing and impact, and invisible to others who may not be aware of them.

When working, individuals living with a disability may struggle with how to remove or reduce the barriers that challenge their ability to remain at their job, be as productive as they need to be, or return to work from an absence.

Frequently, people ask:

- **Should I say something to others at my workplace?**
- **What can I do to better manage my condition at work?**

There are websites that recognize the challenges that people living with different types of conditions can have. They may provide information and some support ideas to help with employment. However, many are linked to a specific disease and/or cost money to access, and very few are truly interactive, that is, they cannot be personalized by the user to address their specific situation.

The Job Demands and Accommodation Planning Tool (JDAPT) is different:

- It focuses on work demands and areas that may be challenging either on occasion or on a regular basis. It does not focus on having to share a disease diagnosis or health symptoms.

- It guides a user through a series of simple questions that ask about the physical, mental or “thinking” tasks of their job, job tasks related to working with others and working conditions. Many of these areas of work are omitted from other resources.
- The user gets a personalized list of suggested ideas relevant to their job demands. This can help generate solutions that fit with a person’s needs. There are ideas for support that can be used on one’s own without sharing information with others, as well as support strategies that can be discussed with others. Many other resources provide a limited range of support ideas.

What are the goals of the JDAPT?

In developing the JDAPT, we aimed to create a tool that is interactive, accessible, based on research evidence, and that is relevant to different types of health and disability needs, and different types of jobs and organizations.

We also aimed to move health and disability support away from the current approach, which is often reactive and crisis-focused, to one where prevention and the proactive use of supports may help avoid job difficulties. By focusing on managing specific job demands, the JDAPT also moves the conversation away from a health diagnosis or symptoms, which many workers want to remain private.

No single tool can address all needs, so the JDAPT was designed to give concrete support examples to help promote discussion and brainstorming about additional ways to manage working with a disability.

Our goal is to improve workplace support processes and outcomes in ways that can help workers with chronic health conditions remain employed or return to work.

How the JDAPT works

The JDAPT consists of questions asking about 24 different job demands and working conditions organized in four domains:

- **physical tasks** required to do the job (called “physical demands”)
- **mental or “thinking” tasks** required to do the job (called “cognitive demands”)
- tasks related to **working with others** that are required to do the job (called “social demands”), and
- tasks related to **working conditions** required to do the job (called “environmental and organizational demands”).

For each job demand, the user is asked to indicate if the demand is an important part of the job or not. That is, would a worker do this task or activity frequently or is it critical to doing the job

successfully. If the job demand is an important part of the job, the user will be asked whether they (or the worker, for those filling out the tool about someone else) has any difficulty with this task due to their health, and whether this difficulty changes over time.

Once the user has completed the questions, the tool produces a summary report of their responses – how many demands were important to their job, how many they had difficulty with, and whether their difficulties were constant or changing – and provides them with a list of suggested support strategies and accommodations that are specific to the demands that they reported were difficult. The user can also personalize the support strategies and accommodations by selecting those that are most relevant to them or their job requirements. The summary and support strategy lists are provided to the user in PDF format to be downloaded and saved.

The JDAPT is available in three versions: one version is for workers having difficulty with their job demands due to their health, and two versions are for workplace parties who support them.

All versions are available in English and French. (Please see below for more details in the section on “Who should use the JDAPT?”)

How does the JDAPT help?

The JDAPT helps in two important ways. First, it enables a user to identify the parts of a job that are difficult due to a health condition. Workers with disabilities can sometimes feel overwhelmed when thinking about how to manage difficulties with their work. They may struggle with where to begin and how to discuss the difficulties they are experiencing. By focusing on different job demands, the JDAPT identifies areas that are challenging and in need of support, as well as areas where there may be fewer or no difficulties.

Second, once job difficulties have been identified, the JDAPT suggests a variety of strategies, supports and workplace accommodations tailored to the particular job demand that is challenging. By adopting the various strategies and supports, users may be able to work more comfortably, safely, and productively.

Some of the ideas and strategies suggested by the JDAPT can be implemented by the worker on their own. A worker may not need to share their difficulties with others. Other supports will need approval from someone at the organization. If workplace approval is needed, the JDAPT results can be used to help organize the conversation with a supervisor, human resources manager, union representative or other person in the workplace who can help get the person the support they need.

Even if a health condition is not currently affecting a worker’s ability to do their job, the JDAPT can be used to think about areas that could become a problem in the future. It can be helpful to adopt some strategies before a problem arises to avoid difficulties and ensure a worker can continue to work comfortably and productively in their job for as long as possible.

Who should use the JDAPT?

The JDAPT is designed for two main audiences:

1. people having difficulty at work due to their health
2. people who support workers who are having difficulty at work due to their health

People having difficulty at work due to their health

The *JDAPT for workers* is designed to be used by a person experiencing difficulties at work due to their health and who is looking for practical supports and accommodation ideas tailored to their specific job demands.

The tool was originally designed with workers who have chronic, often episodic (i.e., variable), health conditions in mind. However, both the job analysis and support strategies and accommodations are often applicable to people with a wide range of physical and/or mental health conditions, as well as those with neurodiversity or those experiencing other changes in their health (aging, pregnancy, menopause, etc.).

The JDAPT has been tested with workers in a wide range of occupations, including jobs in healthcare, education, transportation, manufacturing, construction, finance, government, research, utilities, technology, retail and services (see ACED bibliography). The support strategies and accommodations include suggestions that will apply to many different types of jobs, although not all strategies will be possible for all types of work.

People who support workers who are having difficulty at work due to their health

Two versions of the JDAPT have been developed for people who support workers who are having difficulty at work due to their health. These versions are aimed at supervisors, managers, human resources practitioners, occupational health professionals and disability case managers who may provide accommodations or supports to a worker within a workplace. The versions are also helpful for worker advocates, union representatives, employment support professionals, clinicians, or other healthcare professionals who wish to identify potential workplace accommodation ideas that will help them support a worker who is having difficulty at work due to their health.

- The *JDAPT to support a worker* should be completed by someone familiar with the worker's day-to-day job demands and experiences.
- The *JDAPT for a job* does not need to have a specific worker in mind. It can be used to identify the important job demands for a position and how those different job tasks might be made more flexible, supportive, and inclusive for workers, which can promote worker well-being.

When should you use the JDAPT?

The JDAPT was designed to be used at any time and as often as a person needs.

We recommend that the JDAPT be used early on when thinking about potential support needs. It can help with thinking more comprehensively about a person's job demands and it provides a wide range of support strategies and ideas.

The JDAPT will be beneficial to use when a difficulty has arisen meeting different job demands, as well as when thinking about the future and whether supports in the workplace could help avoid and prevent a problem.

The JDAPT also can be helpful as a means of checking-in with a person's situation and when there is a change in support needs.

How should you use the JDAPT?

We recommend that users complete all four domains of the JDAPT without skipping any sections. When the JDAPT was initially tested, many users realized that there were demands relevant to a job that they had not considered. By completing the questions in all four domains, users will have a more complete understanding of the difficulties a worker is experiencing and have a wider range of support strategies available to consider using.

If you are using the *JDAPT to support a worker*, we also recommend that you share the *JDAPT for workers* with the person you are supporting. Workers may have insights into difficulties they are having with their job that you are not aware of. In addition, there are suggestions for self-management strategies that a worker can use on their own without formal permissions or sharing with others.

It is important to remember that workers are often reluctant to share personal health information because of concerns about negative repercussions from their workplace. Workers should be reassured that their health needs are private, and that the organization and worker versions of the JDAPT are intended to start a conversation about ways to make work more manageable and supportive. If a worker completes the worker version of the JDAPT, we recommend that they not be pressured into sharing their responses.

What the JDAPT is not

- **The JDAPT is not a formal functional assessment, job analysis, or cognitive demands analysis tool.** Job demands in the JDAPT are described at a general level and detailed information about specific job requirements is not requested. This general information is often sufficient to provide helpful support ideas and strategies. However, the JDAPT is not intended to replace existing processes for support assessment and accommodation

within an organization. If specialized input and assessment is needed, especially to address health and safety concerns, consultation with trained professionals is important.

- **The JDAPT is not a screening or selection tool for hiring or promotion.** Human Rights legislation in Canada and many other countries protects people with disabilities from employment discrimination. The JDAPT may be helpful for prospective workers to think about job supports, but it should not be used by employers as a reason not to hire an individual with a disability.
- **The JDAPT is not meant to provide advice regarding disclosure of an ongoing health condition or disability.** The decision whether to share personal health information with others in the workplace can be difficult. Many countries like Canada have legislation to help protect the privacy of health information. If a worker chooses to use it, the JDAPT can help identify areas of need and support ideas that can be discussed with others. However, other factors should be taken into consideration when deciding whether or not to share personal information. To help with this, the ACED partnership team developed an additional resource – DCIDE (Decision-support for Communicating about Invisible Disabilities that are Episodic). The DCIDE tool guides a person living with a health condition through key issues to consider when making decisions that are right for them, and it provides additional resources. DCIDE can be found at: <https://aced.iwh.on.ca/dcide>.
- **The JDAPT does not provide expert or legal advice.** For expert advice, people living with a disability should consult with an appropriate expert who has detailed knowledge of their situation, such as a healthcare provider or legal expert. The ACED website glossary provides some definitions of common terms that might be encountered related to employment and disability (e.g., duty to accommodate), and it also provides some links to general information about employment standards and human rights in Canada. However, legal advice should always be sought from experts.
- **The JDAPT is not a job performance evaluation tool.** Many factors need to be considered when conducting performance evaluations of workers. Most organizations have a process for performance evaluations that consider the different skills, job requirements, and expected outputs of their staff. Providing support to workers should not be confused with performance assessments. The JDAPT is intended to enhance the support process, not be used for performance evaluation.

How to Share the JDAPT

If you are posting a link to the JDAPT, please link to the ACED homepage (<https://aced.iwh.on.ca/>) or the main JDAPT landing page (<https://aced.iwh.on.ca/jdapt>). This allows the user to easily access all versions of the JDAPT in both English and French.

The JDAPT and users' privacy

All of the ACED tools are designed to protect a person's privacy and be anonymous. We do not ask users to enter any identifying information, such as names or emails, we do not store IP addresses, and we do not view or use users' responses to the tools.

Where and for how long is the information stored?

All information entered into the JDAPT (any version) is stored on a webserver physically located at the Institute for Work & Health in Toronto, Ontario.

Responses are stored anonymously for 72 hours to allow for users to save a draft and return within that time. Any responses that have not been accessed by the user after this time are automatically deleted.

Access to the incomplete response is through an [HTML cookie](#) saved in the browser of the user's device. If a user wishes to access a saved draft of their response, they need to return to the tool using the same device and the same browser within 72 hours.

Important note: If using a public computer, we recommend deleting the browser history, including cookies, after you have completed the tool and downloaded your PDFs.

JDAPT Development and Testing

The JDAPT is an [award-winning tool](#) that was developed and tested by the Accommodating and Communicating about Episodic Disabilities (ACED) Partnership Project. The project was led by Dr. Monique Gignac and is housed at the Institute for Work & Health, a not-for-profit research organization based in Toronto, Canada.

Learn more about the [ACED project](#) and the [Institute for Work & Health](#).

The tool's development and evaluation involved research experts, people living with disabilities, community groups, and workplace organizations. The tool has been tested across a wide range of physical, mental health and cognitive conditions and with diverse job types in different employment sectors. Research conducted by the team during the partnership project can be found in the bibliography at the end of this document.

Development and testing of the JDAPT unfolded in different phases: a needs assessment and new research, a formative evaluation, and a nine-month outcome/effectiveness evaluation.

Needs assessment and new research

Prior to creating the JDAPT, the research team reviewed and synthesized existing studies and conducted new research to fill gaps and better understand the perspectives of individuals working with a disability, as well as organizational perspectives on the support process. Throughout the needs assessment and development process, the team consulted with partners, people living with disabilities, and organizational representatives through meetings and presentations.

Published articles on the needs assessment and new research respectively:

- Gignac MA, Bowring J, Jetha A, Beaton DE, Breslin FC, Franche RL, Irvin E, MacDermid JC, Shaw WS, Smith PM, Thompson A, Tompa E, Van Eerd D, Saunders R. [Disclosure, privacy and workplace accommodation of episodic disabilities: organizational perspectives on disability communication-support processes to sustain employment](#). Journal of Occupational Rehabilitation. 2021;31(1):153-165. [doi:10.1007/s10926-020-09901-2](#).
- Van Eerd D, Bowring J, Jetha A, Breslin FC, Gignac MA. [Online resources supporting workers with chronic episodic disabilities: an environmental scan](#). International Journal of Workplace Health Management. 2021;14(2):129-148. [doi:10.1108/IJWHM-08-2020-0137](#).
- Cheng L, Jetha A, Cordeaux E, Lee K, Gignac MA. [Workplace challenges, supports, and accommodations for people with inflammatory bowel disease: a scoping review](#). Disability and Rehabilitation. 2021;44(24):7587–7599. [doi:10.1080/09638288.2021.1979662](#).

Formative evaluation

Early in the development of the JDAPT, we conducted an evaluation of the tool for its comprehensiveness, understandability, relevance, feasibility, and length. In-depth interviews were conducted with 46 different workers and 23 organizational representatives who went through each of the job demands in the JDAPT. This was an important first step in the tool to ensure that we had captured a range of job demands relevant across many occupations, that the questions and examples were relevant and comprehensive, and that the JDAPT was feasible to use and not too long.

The published study was given the 2023 Michael Feuerstein Award for best paper in the *Journal of Occupational Rehabilitation*. The study is available to read:

- Gignac MA, Bowring J, Tonima S, Franche RL, Thompson A, Jetha A, Smith PM, MacDermid JC, Shaw WS, Van Eerd D, Beaton DE, Irvin E, Tompa E, Saunders R. [A sensibility assessment of the Job Demands and Accommodation Planning Tool \(JDAPT\): a tool to help workers with an episodic disability plan workplace support](#). *Journal of Occupational Rehabilitation*. 2023;33(1):145-159. [doi:10.1007/s10926-022-10057-4](#).

Nine-month Outcome/Effectiveness Evaluation

The ACED team also conducted an evaluation of the JDAPT to assess how people working with different types of health conditions perceived the JDAPT's quality, whether they viewed the tool as helpful, whether they used the JDAPT, shared information with others, and whether there were improvements in their work life after using the JDAPT. A total of 188 workers with physical, mental health or cognitive conditions participated in the study over nine months. They worked in a wide range of jobs and were assessed at three timepoints. Study participants were initially asked about their health condition and job prior to seeing the JDAPT. They were then given the tool to use and were assessed again about their work and health three months later, and nine months after they were first surveyed.

The tool was rated as easy to use, relevant and helpful. Study participants reported greater confidence in being able to meet their job demands and get their work completed, as well as in managing the stress associated with working with a chronic health condition. They also reported greater work productivity and less absenteeism.

The study is available to read:

- Gignac MA, Bowring J, Navaratnerajah L, Saunders R, Jetha A, Thompson A, Shaw WS, Franche RL, Van Eerd D, Irvin E, Tompa E, MacDermid JC, Smith PM. [The Job Demands and Accommodation Planning Tool \(JDAPT\): a nine-month evaluation of use, changes in self-efficacy, presenteeism, and absenteeism in workers with chronic and episodic disabilities](#). *Journal of Occupational Rehabilitation*. 2025;35(3):625-640. [doi:10.1007/s10926-024-10231-w](#).

Identifying job demands

In selecting job demands for the JDAPT, we received important input from our partners and participants in the formative evaluation study. We aimed to be comprehensive and assess different aspects of work, but we avoided being too specific given how wide ranging and different jobs are from one another.

The JDAPT asks about general job demands in four key areas that address the:

- physical tasks required as part of a job;
- mental, cognitive or “thinking” tasks required for the job;
- tasks related to working with others that are required to do the job; and
- the working conditions required in the job.

For each job demand, the tool also provides specific examples based on a variety of job types to illustrate the types of tasks that would fit under that demand.

We did not ask about people’s perceptions of their workplace, its policies or culture, or perceptions of the supportiveness of others at work. These are usually separate from a person’s job requirements. Because they can be important to understand, especially when deciding whether to ask for support, we include them as part of the ACED DCIDE tool (Decision-support for Communicating about Disabilities that are Episodic). Learn more about [DCIDE](#) here.

Compiling the JDAPT strategies

Along with a report summarizing the user’s responses, the primary output of the JDAPT are lists of “Support Strategies and Accommodation Ideas” relevant to the job demands that the user indicated were part of the job (*JDAPT for a Job*) or the subset of job demands reported as being difficult for the worker due to their health (*JDAPT for workers, JDAPT to support a worker*). We use the phrase “support strategies and accommodation ideas” (or strategies, for short) because these items include self-management strategies and actions that an individual could implement on their own at work as well as informal and formal accommodations.

For each demand, the strategies are also organized in levels based on who else in the workplace may need to be involved, in addition to the worker. The first two levels include strategies that most workers could implement entirely on their own either at home (Level 1) or at work (Level 2) without involving anyone else at their workplace.

1. Things a worker can think about doing outside of their job to better manage their work and health, including ways to potentially improve energy and condition symptoms.
 - *Examples:*
 - *“Speak to a healthcare provider about dealing with symptoms like pain and fatigue that may interfere with job demands”*
 - *“Get plenty of rest outside of work, which can help improve mental as well as physical health”*

2. Things a worker can try on their own that don't usually need the permission of someone at the job.

- *Examples*
 - *“Practice proper lifting techniques that use less upper body strength, more core and lower body strength”*
 - *“Practice memory techniques,” “Test yourself on new things you need to learn”*

The third level includes minor changes that some workers may be able to implement on their own, but others may need permission to implement, while the fourth level includes accommodations and supports most workers would need to request from their workplace.

3. Adjustments, supports or changes that could be tried at work and that might need to be discussed with others like a supervisor.

- *Examples*
 - *“Take regular or more frequent breaks to rest joints or to stretch and move your body in ways to reduce strain”*
 - *“Organize your workspace and items to help complete tasks without missing any steps”*

4. Formal accommodations and supports that often need to be requested from the workplace and may be outlined in the organization's policies and procedures.

- *Examples*
 - *“Moving your workstation to be nearer to places that you need to go to frequently”*
 - *“Temporary or permanent job modification, which means re-assigning or reducing time spent on less important or less essential tasks”*

Because different jobs and health conditions can create a wide range of challenges at work, no tool can provide all possible support possibilities. Moreover, a worker's needs may change depending on how they are feeling or with changes to their job. The JDAPT provides many ideas for support that are tailored to different job demands, as well as concrete examples to accompany each strategy. This is intended to help people think more about their own situation and brainstorm additional support ideas.

Sources for strategies and accommodation ideas

The ACED research team compiled the JDAPT strategies and accommodation ideas from both previous research on accommodations and publicly available accommodation resources (including >150 resources scanned as a part of the needs assessment study). The resulting lists were then reviewed and edited in detail by both the co-investigators on the project (experts in work, health, and/or workplace disability accommodation) and our partner representatives (experts in their respective areas of service). Strategies were added, edited, and/or removed based on these consultations.

Principles for inclusion of strategies and accommodation ideas

We had some general rules when we were deciding what kinds of strategies and supports to include in the JDAPT.

Strategies that were included:

- Were informed by existing research, health professionals, and organizational practices. In other words, there was some evidence behind the general strategy
- Emphasized ways to prevent harm, promote individual capacity, and manage personal, social, and environmental challenges
- Aimed to be concrete & specific
- Provided a range of examples to suit different types of jobs and needs

We included both strategies that a worker could implement on their own, as well as support (formal or informal) one could seek from others. While we did include some self-management strategies focused on lifestyle, we primarily focused on the workplace as an area where support should be prioritized.

We also had rules about what we would not include as a JDAPT strategy or support:

- We do not provide medical, rehabilitation, or legal advice
- We do not name products or brands
- We avoided being too prescriptive.
 - For example, we would not say a person should work 4 hours per week for 8 weeks and then increase their working hours to 6 hours per week. This level of assessment would need to be provided by an expert familiar with a person's situation
- We avoided strategies that were cost prohibitive for most organizations.
 - For example, hiring a job coach may be helpful, but it is not something available to all organizations
- We avoided suggestions that did not link to a specific job demand.
 - For example, a confidential support group in an organization may be helpful to some workers. However, it is typically not directly related to their job requirements

Technical limitations

The JDAPT has been programmed as an integral part of the [ACED website](#) and cannot be copied from the website or installed on another system. As an interactive tool, it also cannot be printed or distributed in hardcopy, though example output can be shared.

The ACED website that hosts both the JDAPT and its companion tool, DCIDE, is supported by the Institute for Work & Health and will continue to be available for free to all users.

Frequently Asked Questions

Are the ACED tools free?

DCIDE and the JDAPT are available free of charge and are licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License. That means they can be used and shared as long as IWH is credited as the source, the information is not modified, and the information is used for non-commercial purposes. Read more [here](#).

Who created the ACED tools?

The ACED tools were created by a team of researchers from the Institute for Work & Health working with people living with disabilities and in partnership with several organizations advocating for people with disabilities and/or workplace health. The research team and partners included experts in work and health, occupational medicine, psychology, rehabilitation sciences, ergonomics, public health, communications, and tool development and evaluation.

Learn more about the [ACED Project](#).

Are my answers to the questions in the ACED tools anonymous?

YES. All information entered into the ACED tools is anonymous. We do not save IP addresses or ask for identifying information such as names or emails. The responses to DCIDE or the JDAPT are stored anonymously for 72 hours to allow users to save a draft and return within that time. We do not access people's responses, and they are automatically deleted after 72 hours.

For more information, please see our page on [ACED Tools & Your Privacy](#).

How do we use the information?

We do not access or use any responses entered into the ACED Tools. The responses to DCIDE and the JDAPT are stored anonymously for 72 hours to allow users to save a draft and return within that time. They are automatically deleted after 72 hours.

Can I save my information after completing the ACED tools?

YES. You can download a copy of your DCIDE and JDAPT answers and save them. You can also save a draft of your answers and return to the tools if you don't get a chance to finish them. However, you must return to them within 72 hours, or your information will be deleted. You will also need to use the same device you were using when you began answering the tool questions (for example, the same computer or cell phone).

When should I use the ACED tools?

DCIDE and the JDAPT can be used at any time and as often as you need them. We recommend that they be used early in making decisions about whether to share information, and when thinking about support needs. The tools can be used again to check-in, and when your situation and needs change.

What should I do with my DCIDE and JDAPT results?

Your answers to DCIDE and the JDAPT are for your personal use. You may choose whether you want to share the information with others. People find the information helpful for different reasons. Answering the questions in the ACED tools can give people helpful insights into their personal preferences and job needs. It can also provide people with advice and support ideas that are personalized to their situation.

Is the JDAPT something unions can use?

YES. A wide range of people who provide support to workers can use the organizational versions of the JDAPT. This includes a union representative who is advocating for a worker with a disability. The JDAPT can help union representatives by identifying areas where a job is difficult, as well as by providing a range of potential support and accommodation ideas.

Are the ACED tools accessible?

The ACED tools are usable with a screen reader. If you have difficulty with some of the terms and language in the tools, please see our [glossary](#) of terms. You may also find it useful to ask someone to help you complete DCIDE and the JDAPT. We welcome your feedback to improve the [accessibility](#) of the tools. See our [contact page](#) for more information.

Have the ACED tools received any recognition or awards?

YES. The prototype of the Job Demands and Accommodation Planning Tool (JDAPT) received the [2022 grand prize award in a MaRS-CIBC inclusive design competition](#) focused on ways to provide people with disabilities support at work. The early evaluation research on the JDAPT received the 2023 Michael Feuerstein Award for best paper in the *Journal of Occupational Rehabilitation*.

ACED Bibliography

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