

Accommodation Experts & Coaches

The Sierra Group

Disability & Employment Leaders SINCE 1992



#ExclusionNeverWorks



With over 10,000 individual workplace accommodations served, since 1992, The Sierra Group stands as the industry leader for supporting both employees and employers.

“Our in-house counsel recommended we get Sierra’s input before denying a work from home accommodation request – they helped us keep the employee and our policies in tact!”

ALEX A., HR LINE MANAGER

Sierra brings our blend of expertise in accommodation to any and all workplace settings, whether it be an office environment, or a warehouse. Because of Sierra’s longstanding experience in the field of disability & employment we are able to offer creative solutions for each, unique environment, no matter the disability (physical, cognitive, emotional, etc.).

Sierra offers this pay by-the-hour service to cost-effectively enhance overall business outcomes by ensuring that the most qualified employees are accommodated under the ADA. By introducing our non-biased expertise into your workplace scenarios, Sierra serves as the most effective way to ensure workplace compliance, increased employee productivity, and overall superior business diversity outcomes.

CORPORATE HR OR LEGAL REACHES OUT BY PHONE FOR PRE-LITIGATION ACCOMMODATIONS SUPPORT

As a third-party entity, Sierra is called in when the accommodation need/request appears difficult to provide. We remain objective and measured in all of our accommodation plans. We create creative and long-lasting solutions to otherwise prohibitive workplace scenarios.

This happens through a number of critical communication points (by phone, Skype or in-person). We include all parties, starting with HR & the employee’s supervisor.



INTERACTIVE COMMUNICATION

Sierra speaks with the employer and the employee to hear all sides of the accommodation request. When necessary, we visit worksites, and meet with all relevant parties to gain the greatest degree of information possible.



NON-BIASED CUSTOMIZED PROBLEM SOLVING

Sierra experts then conduct research, generate comprehensive and outside-the-box recommendations, and then present a creative plan to all parties, being cognizant of the need for buy-in from everyone involved in the recommended accommodations process.



ONGOING COACHING

As the recommended accommodation plan is implemented, Sierra engages in periodic, scheduled follow-up calls/visits to ensure that both the business need and the accommodation need is being met.

TO DISCUSS YOUR SITUATION AND REQUEST A PRICE ESTIMATE, contact Janet D. Fiore or Seth Acosta at 800.973.7687 or janet.fiore@thesierragroup.com & seth.acosta@thesierragroup.com www.thesierragroup.com

Accommodations Expert & Coach



EXPERIENCE MATTERS

The Sierra Group is an award-winning disability and certified female owned business! A national authority on disability policy and procedure in business, The Sierra Group has been providing assessments, consultation and training since 1992.

With 65% of our staff as people with disabilities, our “boots in the street” work in this arena lets us build skills for people with disabilities and for recruiters and HR professionals.

Janet D. Fiore is CEO of The Sierra Group, President/Co-Founder of Workplace Technology Foundation, d/b/a The Sierra Group Foundation, and a female entrepreneur with a disability. A breast cancer survivor and PTSD overcomer Fiore has dedicated her career to increasing employment opportunities for Americans with disabilities.

Since 1992 Fiore’s company has expanded to be a recognized national leader and “one-stop shop” for job seekers and employers alike. Sierra Group coined the phrase “Workplace Technology,” and was one of the first AT vendors to the Commonwealth of PA’s Office of Vocational Rehabilitation. Sierra Group created and runs Philadelphia’s premier training school for adults and transition age people with disabilities.

Fiore and her organization garner routine media exposure (Forbes online, SHRM, INC. Magazine, Microsoft PRESS, Philadelphia Inquirer) and are recipients of many awards including Philadelphia Business Journal’s Woman of Distinction, US Dept of Labor’s Female Entrepreneur with a Disability, National Rehabilitation Association’s President’s Award and the Lou Ortale Job Placement & Development Lecturer of the Year.

Working with Sierra means working hand-in-hand with skilled professionals who have expertise in every aspect of workplace accessibility.

SERVICES INCLUDE:

On-Call Accommodations Expert/Coach *PAY BY THE HOUR*

Disability Recruiting And Accommodation Training *ONLINE OR IN PERSON*

Disability Recruiter Certification Online Course *EARN YOUR SEAL AND GAIN 19HRCI C.E.U.'S*

Full Spectrum Disability Analysis *CONSULT ON PROGRAM/AUDIT A DEVELOPMENT*

The Sierra Group’s real world stories, methodology, and videos of actual applicant situations are drawn from our 25-year history of **accommodating and placing over 10,000** individuals at corporate settings.

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