



The **Computer/Electronic Accommodations Program (CAP)** is a Department of Defense (DOD) centrally funded program that provides assistive technology (AT) and services to **DoD civilian employees with disabilities and wounded, ill, and injured Service members.**

Mission

Providing assistive technology to support individuals with disabilities and wounded, ill and injured Service members within the Department of Defense in accessing information and communication environment throughout their employment lifecycle; including recruitment, placement, promotion, and retention.

Vision

Enhance mission readiness by ensuring Department of Defense civilian employees with disabilities, and wounded, ill and injured Service members have the assistive technology, services, and resources to fully engage in their roles, contribute effectively, and succeed at every stage of their career.

CAP provides AT and services in support of five disability categories:



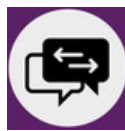
Blind/Low Vision: Conditions impacting the ability to see, either partially or completely including glaucoma, cataracts, muscular degeneration, retinopathy, total blindness, or other visual limitations.

Examples of AT and services: Braille displays, magnifiers, high-contrast keyboards, audio output devices, screen magnification software, screen reading software, reader services, and more.



Cognition: Conditions impacting the ability to process information including dyslexia, attention deficit hyperactivity disorder (ADHD), stroke, multiple sclerosis, traumatic brain injury (TBI), and other cognitive impairments.

Examples of AT and services: Voice recorders, cueing/memory aids, noise cancellation headphones, noise reduction earbuds, literacy software, training, and more.



Communication: Conditions impacting the ability to communicate either partially or completely including apraxia, voice disorders, and other communication limitations.

Examples of AT and services: Voice amplifiers, augmentative communication devices, augmentative communication software, training, and more.



Deaf/Hard of Hearing: Conditions impacting the ability to hear, either partially or completely including otosclerosis, tinnitus, Deafness, and other hearing limitations.

Examples of AT and services: Audio amplification devices, videophones, assistive listening devices, alerting/signaling devices, CART services, interpreting services, and more.



Dexterity: Conditions impacting physical function of one or more limbs including carpal tunnel syndrome, tendonitis, arthritis, sciatica, quadriplegia, paraplegia, multiple sclerosis, cerebral palsy, degenerative disc disease, and other dexterity limitations.

Examples of AT and ESS: Pointing devices, keyboards, back/seat supports, speech to text software, personal assistance services, and more.

How to Request a Workplace Disability Needs Assessment:

A workplace disability needs assessment is conducted by CAP staff to ensure employees identify the appropriate AT and services needed to succeed.

- 1 Visit cap.mil
- 2 Log in or register with a CAC card.
- 3 Select “Request a Workplace Disability Needs Assessment” under “Assessments.”
- 4 Follow the on-screen instructions to complete the request.
- 5 Need help? Contact CAP at cap@mail.mil.



How to Request an Accommodation:

- 1 Visit cap.mil
- 2 Log in or register with a CAC card.
- 3 Click “Accommodations” at the top.
- 4 Select a disability category and review available accommodations.
- 5 Add selections to the cart and click “View Cart.”
- 6 Answer required questions, then click “Request These Accommodations.” The website guides the rest of the process.
- 7 Need help? Contact CAP at cap@mail.mil.

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The Computer/Electronic Accommodations Program (CAP)

T 703-614-8416 VP 571-384-5629

TF 833-227-3272 cap.mil / cap@mail.mil