



Accessibility for Successful Employment

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Participant Outcomes

- ▶ Participants will learn how to appropriately assess individual accessibility needs
- ▶ Participants will learn how reasonable accommodation is applied to the workplace
- ▶ Participants will learn how to assess for potential employments accessibility barriers

National CEC Standards

- ▶ Systematically individualize instructional variables to maximize the learning outcomes of individuals with exceptionalities
- ▶ Promoting meaningful and inclusive participation of individuals with exceptionalities in their schools and communities
- ▶ Use periodic assessments to accurately measure the learning progress of individuals with exceptionalities, and individualize instruction variables in response to assessment results




**Council for
Exceptional
Children**

The voice and vision of special education

What is a “Reasonable Accommodation

- ▶ The U.S. Department of Labor defines a reasonable accommodation as, “a modification or adjustment to a job, the work environment, or the way tasks are usually carried-out that enables a qualified person with a disability the opportunity for employment.”

Where do you start?

- 
- ▶ As your first point of reference, work with the person with the disability to identify potential barriers that could interfere with successful employment.
 - ▶ The biggest mistake many employers make in providing reasonable accommodations is not starting with the person involved.
 - ▶ Individuals with disabilities are the best source of information about the type of functional limitations they have and how it can be best accommodated on the job.

Sample Accommodation Process

- ▶ Step 1: Recognize the Need for Accommodation
- ▶ Step 2: Gather Relevant Information and Assess Needs
 - ▶ Organization does not require details on the nature of the employee's disability to provide an accommodation; it only need to know about the employee's abilities
- ▶ Step 3: Write a Formal, Individual Accommodation Plan
 - ▶ Accessible formats and communication supports
 - ▶ Workplace emergency response
 - ▶ Any additional accommodation that is to be provided
- ▶ Step 4: Implement, Monitor, and Review Accommodation Plan

2. Sample Accommodation Plan Template

You can print and complete the form below to document an employee's individual accommodation plan.

Employee Name: _____ Date: _____

Title/Department: _____ Supervisor: _____

Limitations	Job-Related Tasks/ Activities Affected by Limitations	Is this an essential job requirement?

Sources of expert input into accommodation plan (e.g., HR Manager, family doctor, specialists):

Accommodation measures to be implemented from [start date] to [end date].

If no end date is expected, the next review of this accommodation plan will occur on [review date]. (It is recommended that the accommodation measure(s) be reviewed annually, at a minimum.)

Description of Accommodation Measure(s):

List job requirements and related tasks that require accommodation	What are the objectives of the accommodation (i.e. what must the accommodation do in order to be successful?)	What accommodation strategies/tools have been selected to facilitate this task/activity?

Roles and Responsibilities

Outstanding Actions to Implement Accommodation	Assigned To	Due Date

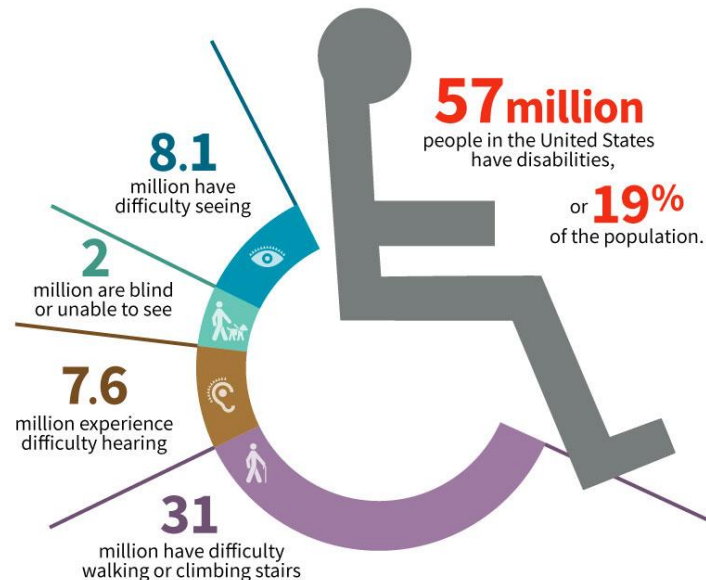
Employee's Signature

Manager's Signature

ADA

Americans with Disabilities Act

American Disabilities



► The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else

ADA

Americans with
Disabilities Act

Correct



Not Correct



Physical Barriers to Inclusion

Examples of Possible Barriers Include:

Available Parking

Raised sidewalks

Steps

Doorways

Aisles

Millwork

Restrooms

Corridor's and Aisles

Visual and Auditory Alarms

Elevators and Lifts

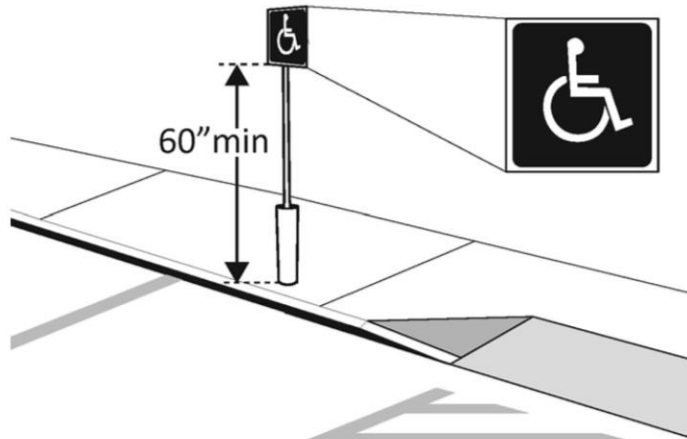
Signage

Seating



What to look for when you first enter a Site or Building.

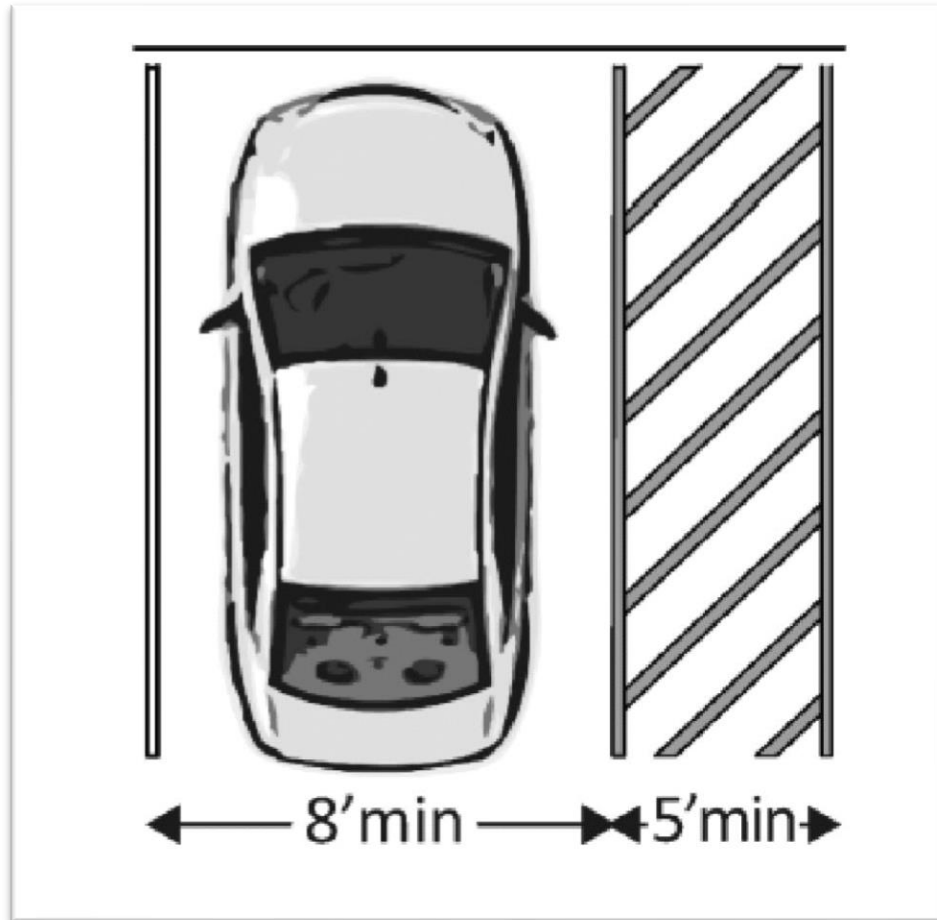
Sign at Parking stall

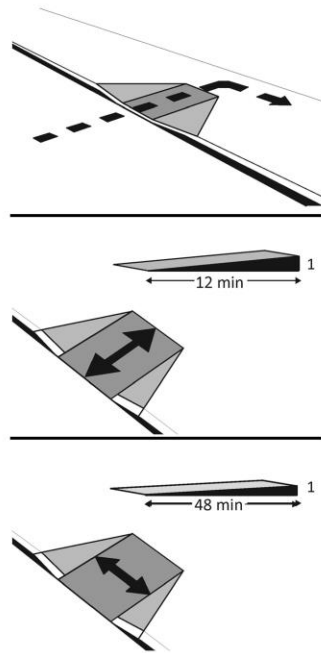


Please Be Clear.

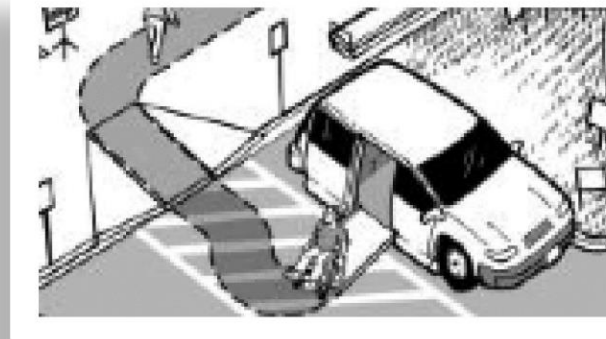


What are my Parking Requirements



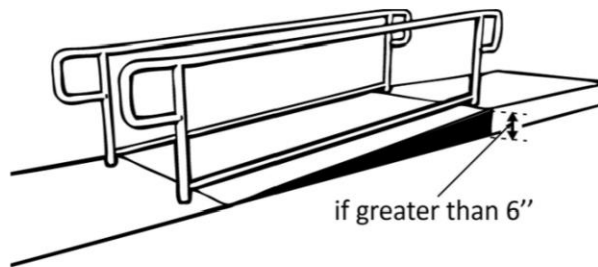
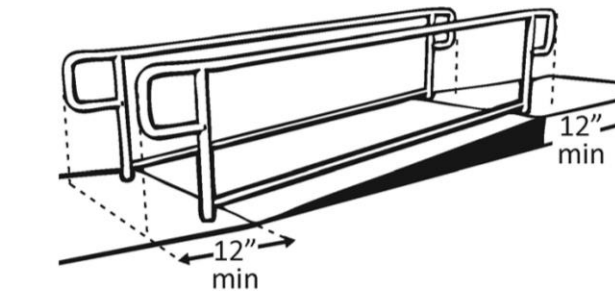


Do I need a Curb Ramp.



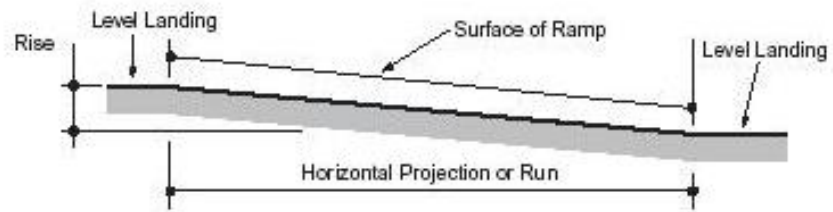
Have an Accessible Route.

Are There Level Changes ? Ramps and Railings

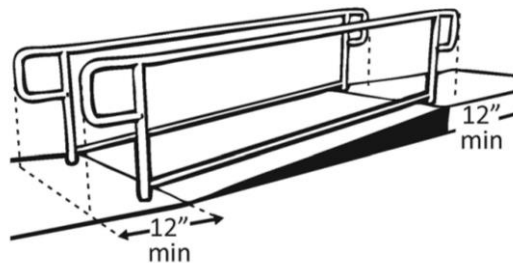


Elements of Ramp Design.

Ramps to be no steeper than
1' in 12'



Slope	Maximum Rise		Maximum Horizontal Projection	
	in	mm	ft	m
1:12 to < 1:16	30	760	30	9
1:16 to < 1:20	30	760	40	12

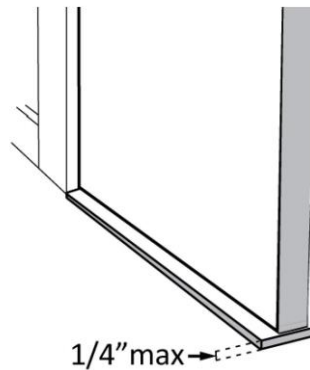
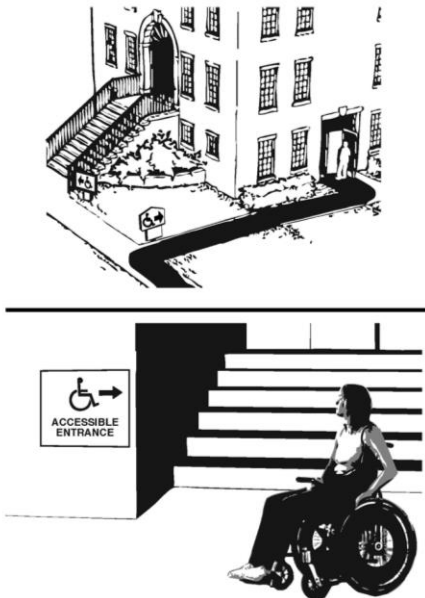


Approach and Entrance

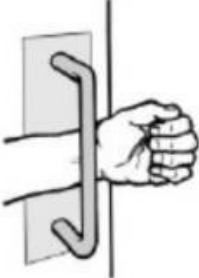
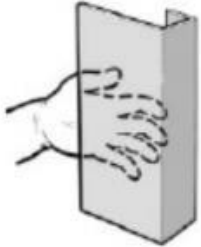


Are there any Level Changes on the way to the entrance?

If your Main entrance is not Compliant is the ADA entrance well Marked and easy to locate ?

Are the surfaces leading to the ADA entrance in good shape?



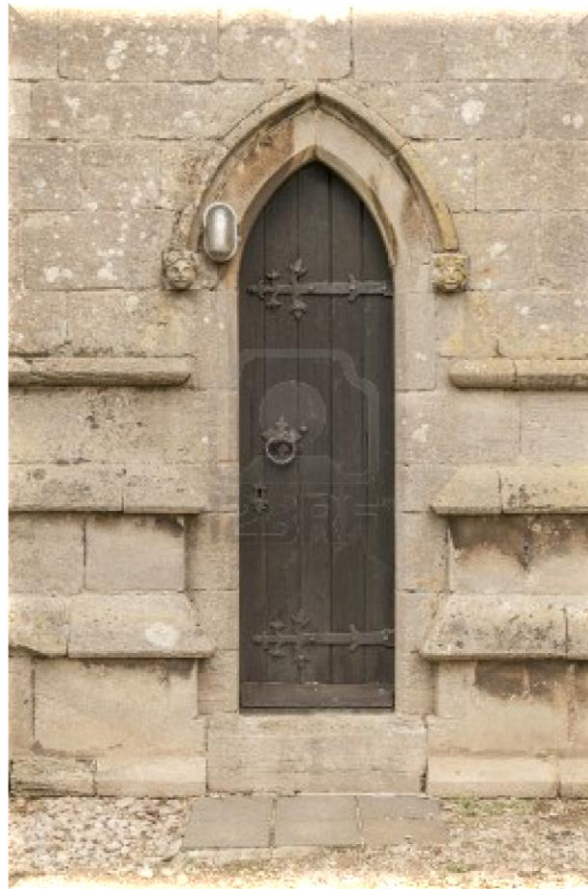
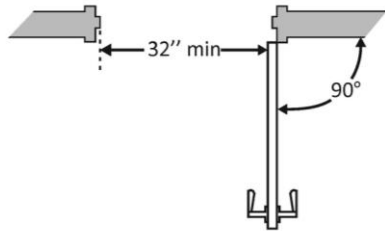
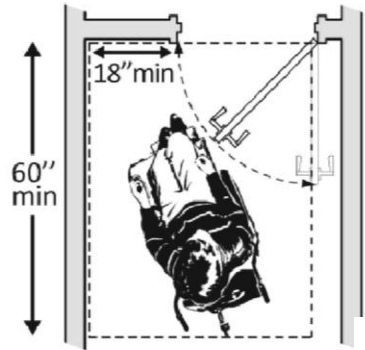
Accessible Door Handles

Examples of Accessible Door Hardware			
Handle	Pull	Bar	Lever
			

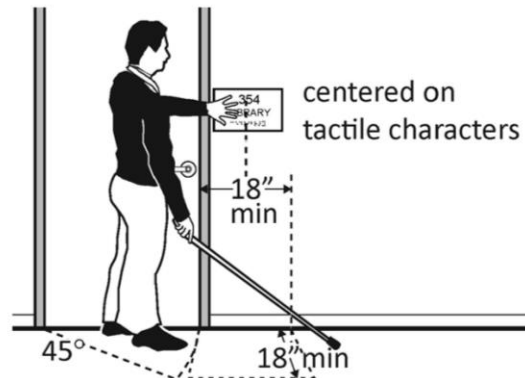
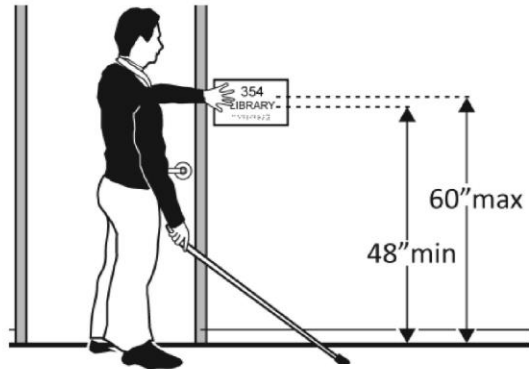


Non- Compliant

Door Width and Clearance



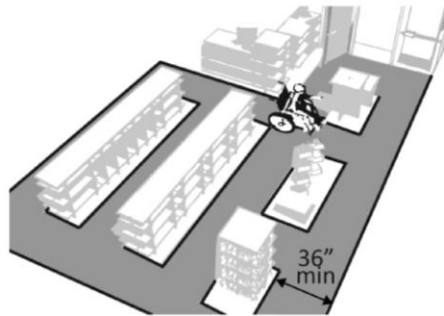
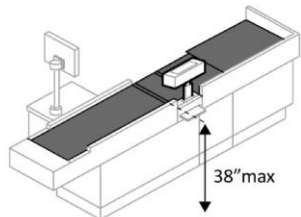
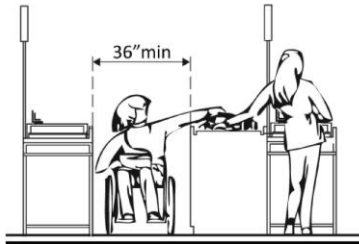
Provide Clear and Proper Signage.



Service Counters / Aisle Widths

Are my Corridors wide enough?

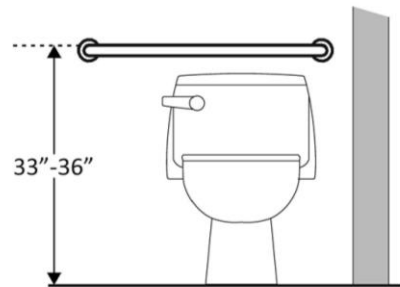
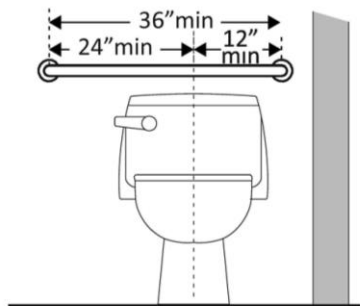
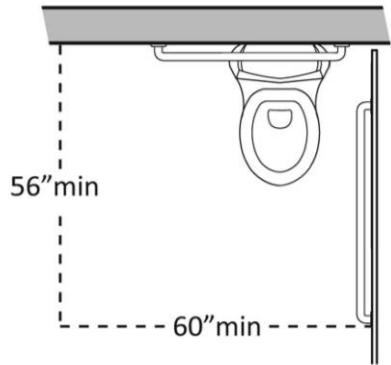
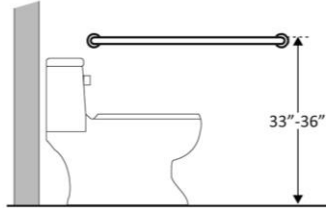
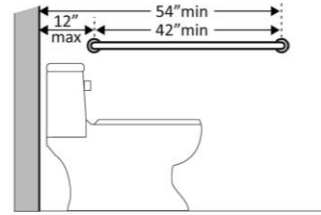
What are the Heights of Millwork and Counters?



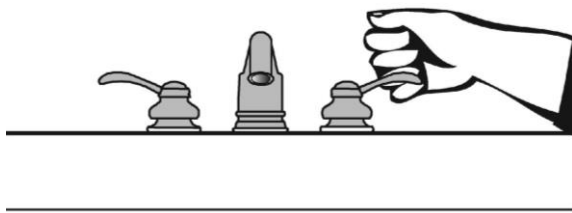
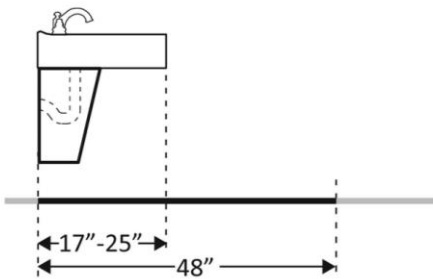
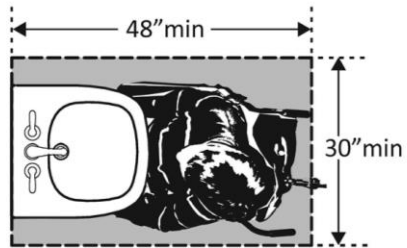
Toilet Room Design is Critical.



Toilet Access

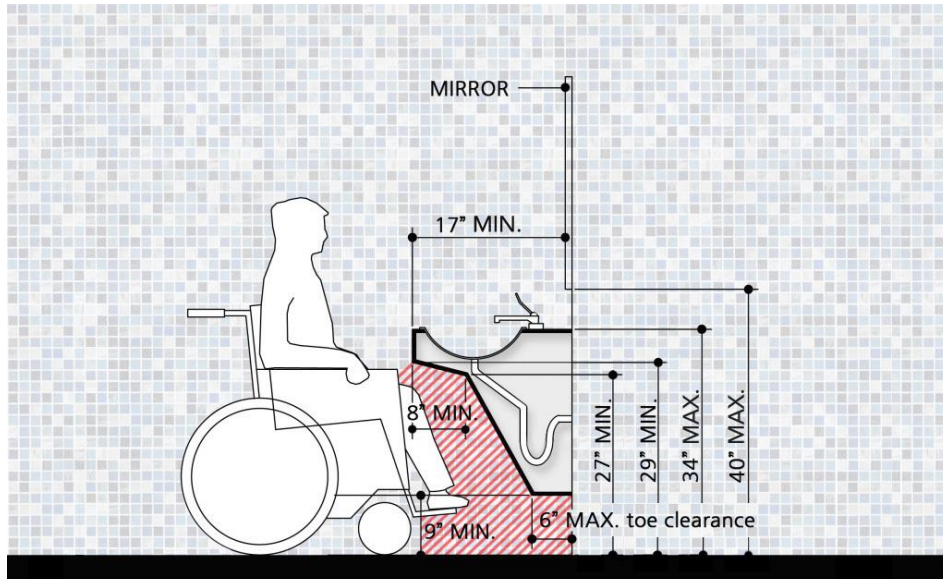


Lavatory Access

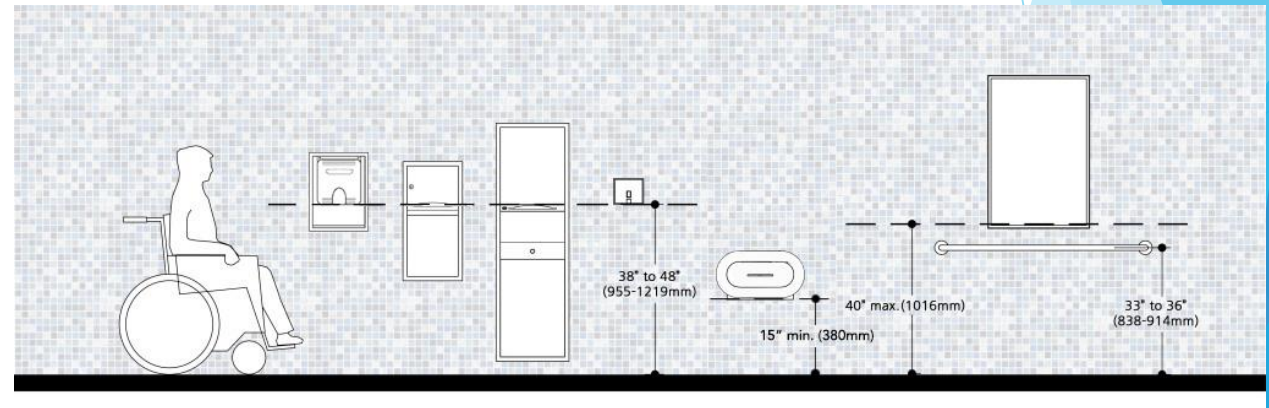


What are my Clearances in the Restrooms?

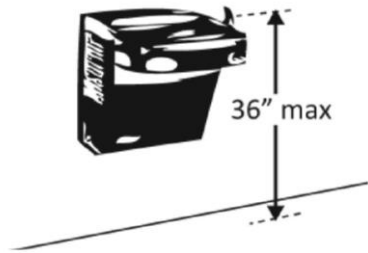
Lavatory Heights



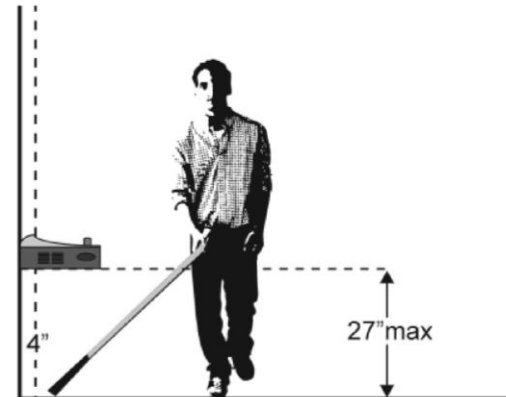
Make sure Toilet Room Equipment is at Proper Height.



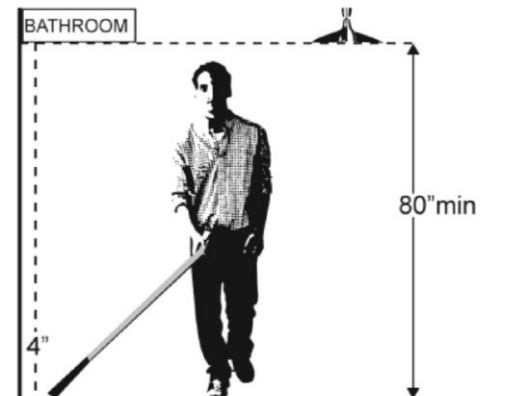
Other items to think about!



ADA
Americans with
Disabilities Act



Or





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“**EDUCATION**
IS NOT preparation
FOR life; education
IS life **ITSELF.**”

John Dewey