Welcome the 2008 Accessible Technology Webinar Series

Accessible Technology
And Employment

Monday May 19th

Reprint Permission Required

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DBTAC
great lakes
ADA Center

Accessible Technology in Employment & the Work Place

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AboutDisability

http://www.AboutDisability.com

Today

- **Background issues & solutions**
- **Benefits to employing people with disabilities**
- **Accommodating the individual**

Today

- **Corporate supports**
- **Corporate processes**
- **Leveraging the corporation**
- **Regulations and guidelines**

NOD 2004 Lou Harris Poll

- **Only 35 percent of people with disabilities employed full or part time, compared to 78 percent.**

- **Three times as many live in poverty with annual household incomes below $15,000 (26 percent versus 9 percent).**

http://www.nod.org/index.cfm?fuseaction=Page.viewPage&pageID=31

Access basics

- **Seeing**
- **Moving**
- **Hearing**
- **Thinking**

Jim Tobias, Inclusive Technologies

Laws

- **ADA, Title I**
- **sec 508 of Disability Act**
- **http://www.section508.gov**
- **State codes & regulations**

Guidelines

- **WAI http://www.W3.org/WAI**
- **CEN/CENELEC draft guidelines PDF**
- **Company policies**
- **Vendors' policies**

Universal design

- **Center for Universal Design**
  http://design.ncsu.edu/cud/

- **Universal Design Education Online**
  http://www.udeducation.org/

- **Design for All Europe**
  http://www.designforalleurope.org/Design-for-All/

People with disabilities in the workforce

Benefits for employees

- **Productivity**
- **Knowledge of work**
- **Ability to contribute**
- **Quality of work**
- **Commitment**
- **Self worth**

Benefits for employers

- **Hiring and retaining qualified workers**
- **http://www.dol.gov/odep/**

Individual Accommodations

From ODEP Department of Labor
http://www.dol.gov/odep/pubs/misc/job.htm

Notify employees

Facilitate requests

Analyze jobs

Identify functional limitations

Determine potential accommodations

Determine reasonable solutions

Make the accommodation

Monitor effectiveness

Collaborate

Teach how to provide useful feedback

Just like test pilots

Accommodation Resources

Mentors

Employee groups

Accessibility champion

Company 508 policies

Vendor

- **Accessibility Champion**
- **Other customers**
- **Small, proprietary systems are most problematic**

Additional resources

- **Department of Vocational Rehab**
- **Local experts**
- **Non-profit & for-profit agencies**

WWW resources

- **Microsoft Enable**
- **Oracle**
- [**www.section508.gov**](http://www.section508.gov)
- **JAN, Job Accommodation Network & there's always the CSUN Annual Conference**

Hiring & accommodation process

Advertising position

Interviewing & selecting

Offering job

- **Information about formal and informal accommodations**
- **Provide request forms and process**

Training

- **Provide equipment and/or services if requested**
- **Ask about learning style**
- **Be proactive by observing potential needs & asking questions**

Supervising

- **Gauge usefulness of accommodation**
- **Monitor ongoing use**
- **Seek feedback**
- **Set appropriate level of expectation—neither too high or low**

Performance evaluation

- If 360° ask about provision of accommodations
- Opportunity to provide feedback on employees' use of accommodations
- Set goals that include accommodations
- Head, heart, stomach

Regulations & guidelines

- **ADA, Title I**
- **Diversity in the Workplace**
- **508**
- **Universal Design**
- **WCAG 2.0**
- **WAI**

Accessibility in the Organization

Accessibility Champion's Manual

How to Create Disability Access to Technology:
Best Practices in Electronic & Information Technology Companies

Profit

Any process, procedure, accommodation, or action should contribute to the bottom line of the company.

Accessibility Champion

- **Find someone with passion**
- **Use community organizing strategies**
- **Learn about disability**

Value Disability & People with Disabilities

- **Include people with disabilities in all stages and steps**

- **Be sophisticated about choosing consultants & informants**

- **Guard against designing by mistaken assumption**

Recognize
the Disability Market

- **Identify current, accurate statistics**
- **Use current laws to motivate company**
- **Tie access to mainstream**

Transform Your Company

- **Develop a strategic plan**
- **Fit strategy to company culture, values, & structure**
- **Hire people with disabilities**

Incorporate Universal Design

Universal design principles are compelling arguments for creating accessibility.

Market, Market, Market

Make sure you're the people in your company or organization hears about accessibility, accommodations, and the progress being made

Thank You

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AboutDisability

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Please Evaluate This Session!

formdesk.com/idealgroupinc/dbtac_evaluation_form_1

Send Comments or Suggestions to

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