Are You Accessible? How to Accommodate Individuals Who Have Disabilities

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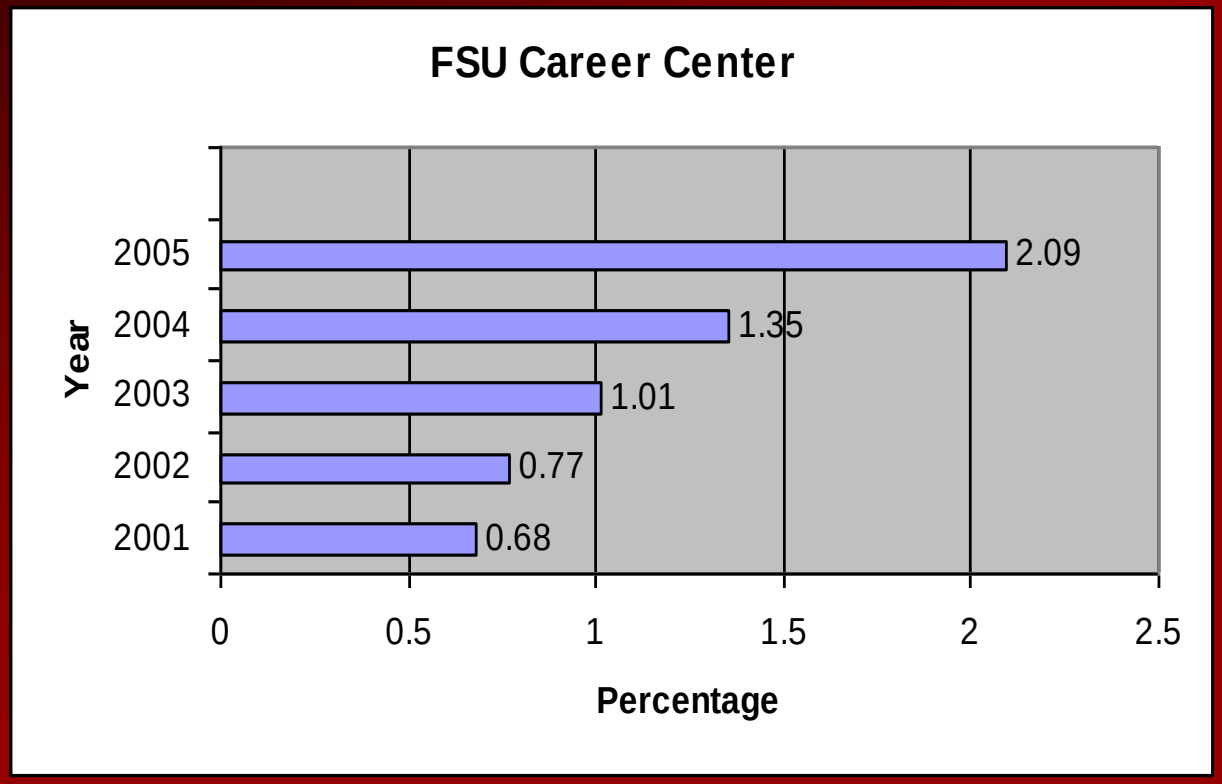
Outline

- Importance
- Discussion
- Accommodating Disabilities
- Building Relationships
- Developing and Evaluating Technology-based Resources
- Question & Answer

Why is This Important?



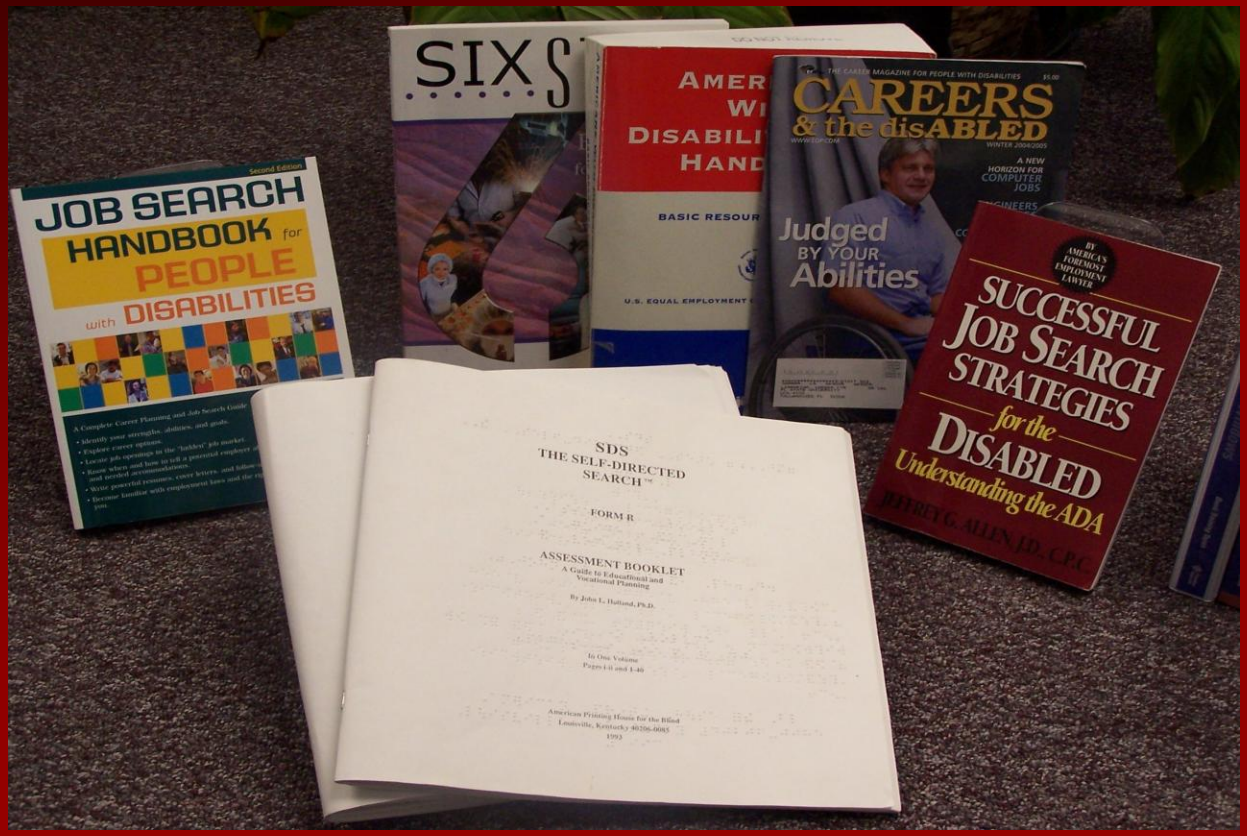
Why is This Important?

- Employment Rate (ages 16-64) (Cornell, 2000)
  - Sensory: 48.9%
  - Physical: 33.7%
  - Mental: 30.7%
- Overall, 37% of people with disabilities, as opposed to 79% of people without disabilities, were employed (CDC, 1995)

Discussion

- What are career-related issues faced by individuals who have _____ disabilities? And how might those issues affect career services?

Accommodating Disabilities



Accommodation Defined

- Any change in the work environment or in the way things are usually done.
- Two types
  - Structural Accommodations
  - Operational and Equipment-Related Accommodations

Understand Disabilities

- Recognize needs related to specific disabilities
- Determine corresponding delivery & interaction methods
- Determine resources & accommodations

Resource Types

- Acquire, develop, and revise resources
  - Disability Module
  - Community Referral Directory
  - Print
  - Web Sites
  - Customized Career Workshops

Customized Career Workshops

- Make sure workshops are accessible
- Examples of topics to address
  - ADA during the job search and in the workplace
  - Disclosure
  - Accessibility issues at interview site
  - Illegal interview questions
  - Discussing your disability in an interview
  - Advocating for oneself
  - Discrimination

Building Relationships

Student Disability Resource Center Association for Creating Community for Every Seminole Student (ACCESS) **Ability First Adult Learning Evaluation Center** **Entry Point!** **Division of Blind Services** **Project Goals** **Able Trust** **Vocational Rehabilitation** **Visual Disabilities Department** Center for Autism and Related Disabilities

Disability Liaison

- Increase awareness
- Develop and maintain relationships
- Serve as a ready resource for career information
- Share information about issues faced by individuals with disabilities
- Collaborate in developing relevant resources (e.g., workshops)

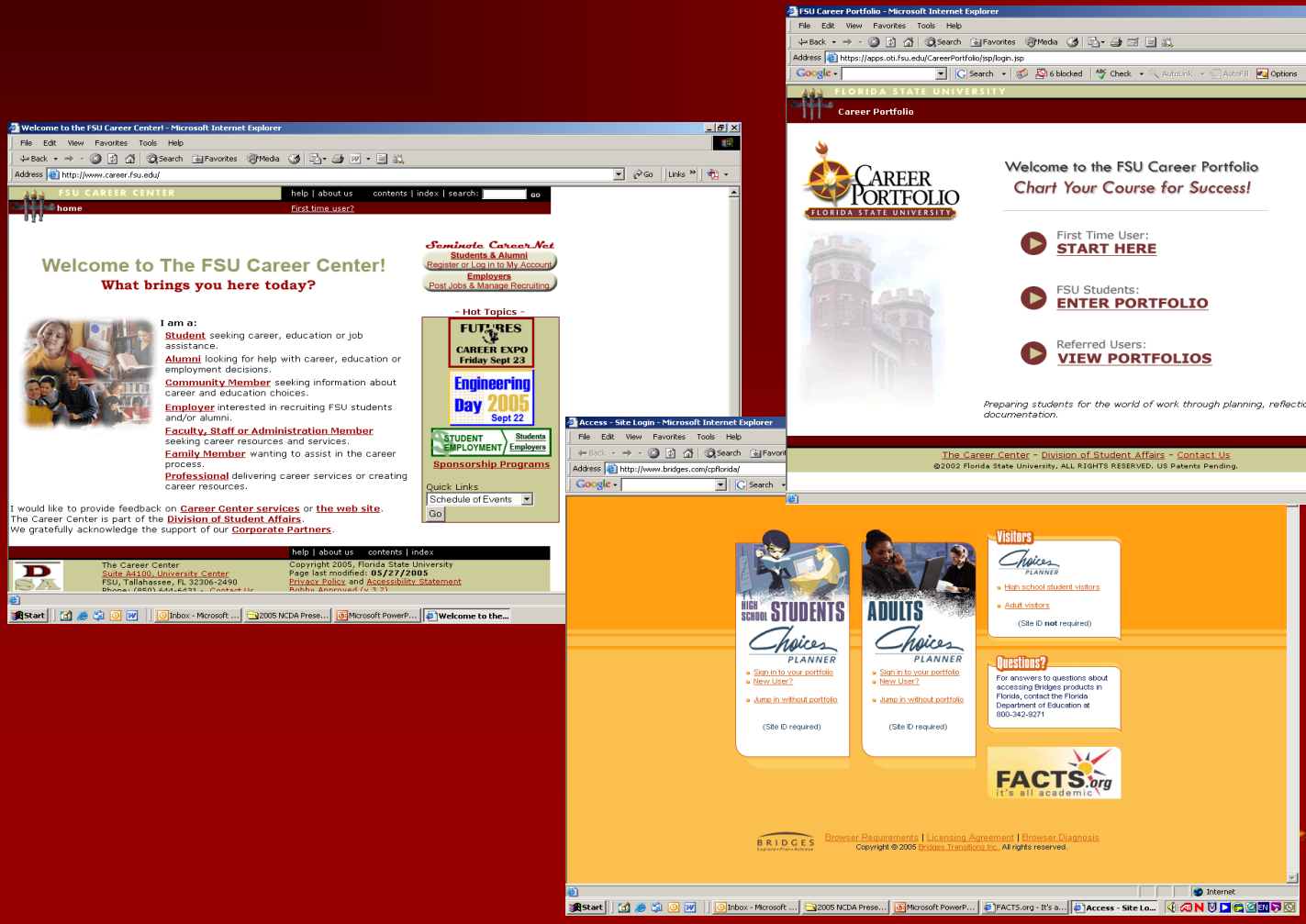
Educate Through Campus/Community Agencies

- Invite speakers to staff meetings to share knowledge of disability issues:
  - Referral recommendations
  - Respectful ways to work with individuals
- Visit disability centers:
  - View facilities
  - Learn about services

Establish & Maintain Relationships

- Workshops/Presentations
  - Division of Blind Services
- Project Collaboration
  - Disability Mentoring Day
  - ADA in the Workplace
  - Usability testing
- Advising at student disability resource centers

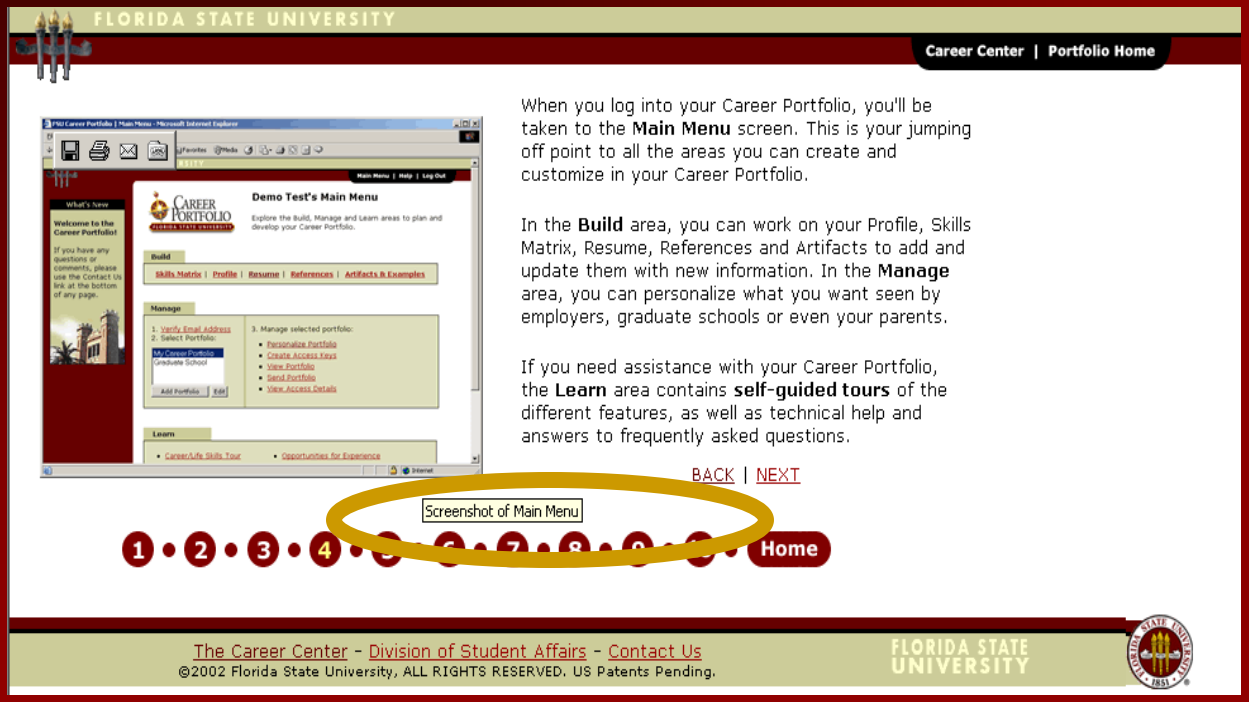
Developing & Evaluating Technology-based Resources



Web Accessibility Guidelines

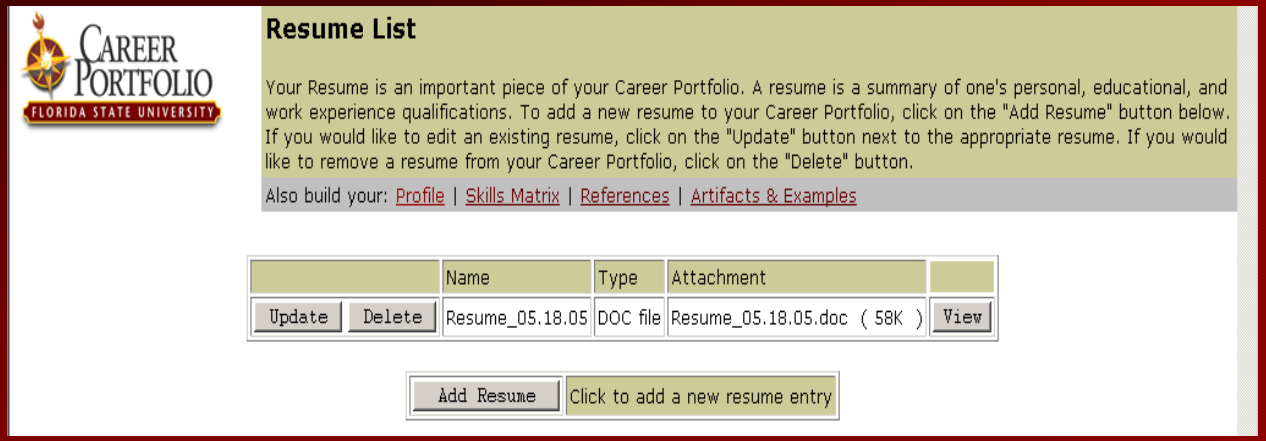
- Ensure documents are clear & simple
- Multiple modalities
- Ability to change look
- Ensure user control within the site

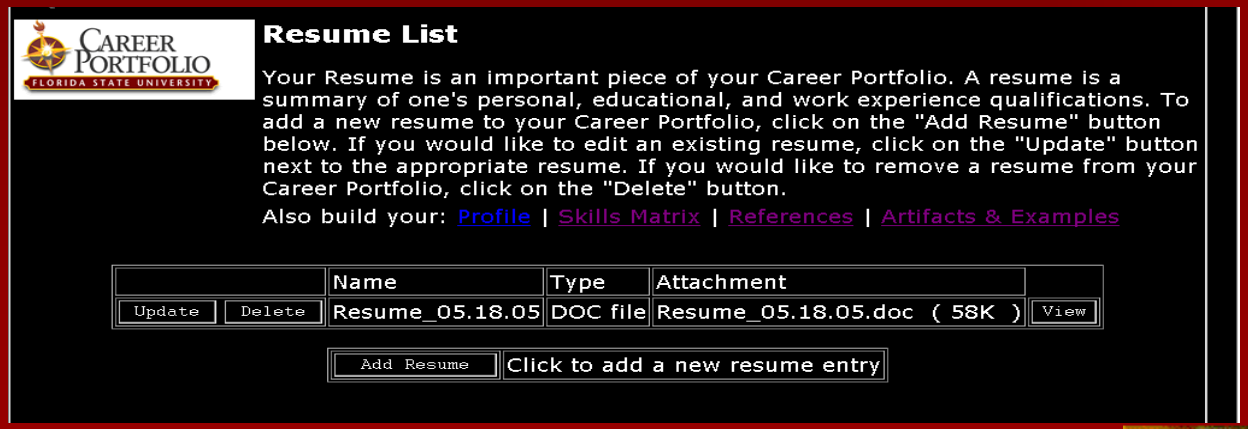
Multiple Modalities



Screen reader is able to describe the content of the photo. The user is able to use an auditory method to help with a visual item.

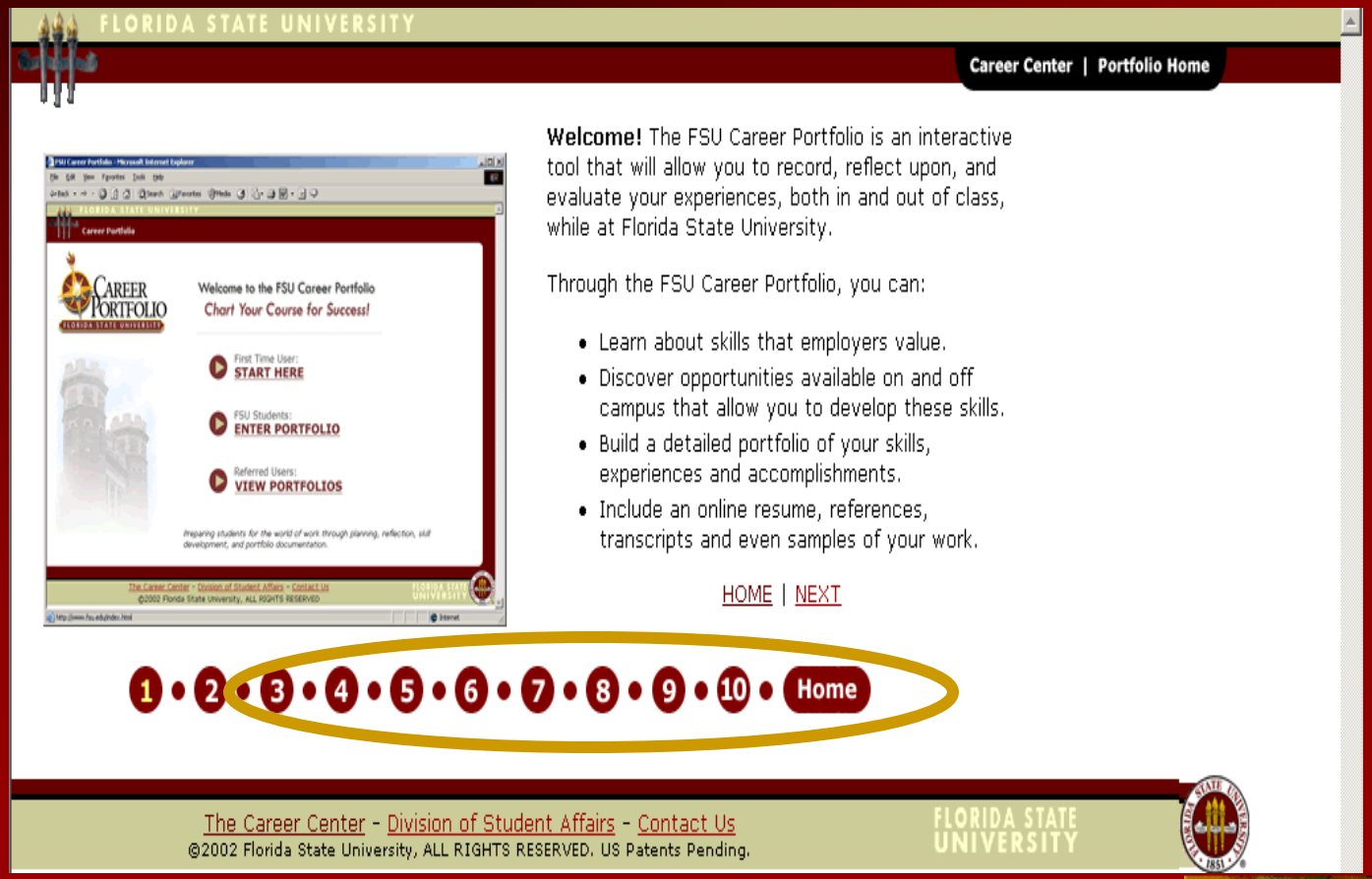
Ability to Change Look





User is able to enlarge text and change colors using browser accessibility features

Ensure User Control Within Site



Number is highlighted to show user's place. All of the numbers are linked to the corresponding page.

Examples of How Accessibility Features Impact Different Disabilities

- Limited scrolling
  - Physical: less effort
  - Cognitive: less likely to lose place
- Descriptive tags
  - Visual: screen reader can describe the image
  - Auditory: clients can read transcripts of videos

Steps to Evaluate Accessibility

- Be aware of the standards
  - Web Accessibility Initiative
  - Federal Section 508
- Check program with Bobby
- Navigate without a mouse
- Use screen reader to review
- Review with JavaScript turned off
- Conduct usability testing with people who have disabilities

Suggestions are from Bohman (2002)

Accessibility of Computer Information Systems

- Findings
  - At least 1 version accessible with JAWS
- Considerations
  - Accessible vs. User Friendly
- Recommendations
  - Contact developer
  - Test usability

Create an Inviting and Accessible Environment

- Maintain awareness of needs of individuals with disabilities
- Be aware how to interact with individuals who have disabilities
- Provide alternate formats and accessibility tools
- Have accessible computer programs
- Continue to learn more about disabilities
- Establish and maintain a working relationship with community and campus disability centers/agencies

Questions?