

News From The Navigator

Volume III: Issue IV Winter 2006

Welcome to another issue of *News from the Navigator*. Let's take a look once again at what is happening in the area of disability and employment. Read On!

If anyone would like a particular disability-related subject covered or has a specific disability-related question you would like to see addressed, just send it along to me at the e-mail address listed below. I hope everyone will continue to enjoy the newsletter, and, as always - Feedback is welcome! If you would like to be put on the Navigator's Newsletter List, send an e-mail to: ccfi@ccfi.us.

Laurene M. Reichardt

Disability Program Navigator:
Disability Programs Manager:

CDO Workforce System
Catskill Center for Independence

8-Minute video details SunTrust Bank's efforts to create an Inclusive Workplace Environment for Employees with Disabilities

From the Job Accommodation Networks (JAN) comes this story about SunTrust Bank based in Atlanta, Georgia. The company is one of the nation's largest commercial banking organizations and winner of the U.S. Department of Labor's New Freedom Initiative Award.

From JAN's website:

“SunTrust Bank has developed a multi-faceted program that demonstrates a corporate commitment to people with disabilities. The program includes a Disability Resource Center, a centralized accommodations budget, internship sponsorship program, mentoring day, and other activities specifically designed to raise awareness of the business case for hiring and retaining workers with disabilities.”

Along with a brief article on SunTrust Bank is an 8-minute, captioned video explaining what the company has done to achieve its goals of serving not only its employees with disabilities, but its customers as well. Well worth the viewing at:

<http://www.jan.wvu.edu/ppt/SunTrust/SunTrust.htm>

**“The only disability in life is a bad attitude.”
Scott Hamilton**

Department of Justice Issues Five-Year Report Highlighting Successes in Enforcing the Americans with Disabilities Act (ADA)

“Access for All: Five Years of Progress,” is a status report that was released by the U.S. Department of Justice, on October 5, 2006, on the enforcement of the Americans with Disabilities Act of 1990.

This report discusses achievements of the Civil Rights Division of the U.S. Department of Justice that have enhanced opportunities and improved access for millions of Americans with disabilities. Specific cases are cited that illustrate access and compliance successes in areas ranging from health care to employment to emergency services.

To assist employers and businesses with complying with the ADA, U.S. Department of Justice has two publications which can assist along with this report:

- "The ADA Guide for Small Towns" - <http://www.ada.gov/smtown.htm>
- "The ADA and City Governments: Common Problems" - <http://www.ada.gov/comprob.htm>
(A review of the ADA's requirements and practical ways of meeting those requirements in cities and small towns.)

For further information on this report and links to the actual publication, go to:
<http://www.sedbtac.org/articles.php?idpg=8&id=5547>

Resource: Southeast Disability and Business: Technical Assistance Center: ADA and Accessible Information Technology Center

Accommodation Idea of the Month: Simplest is Best! Accommodating Employees who have Migraine Headaches

Some of these simple accommodations may assist not only people who get migraine headaches, but may improve the overall work experience for all employees:

- Add fluorescent light filters to existing fluorescent lights to create more natural lighting
- Provide an anti-glare filter for computer monitors
- Move employee to a private area to allow for personal adjustment of appropriate lighting
- Provide noise canceling headsets
- Provide sound absorption panels
- Implement a fragrance-free policy
- Provide flexible leave when the employee is experiencing a migraine [or other disability-related symptoms]

Information taken from JAN: <http://www.jan.wvu.edu/media/Migraine.html>

Website of Interest:

Making Management Decisions about Job Accommodations:

A Fact sheet from United Cerebral Palsy

http://www.ucp.org/ucp_channel.doc.cfm/1/17/11928/11928-11928/4608

United Cerebral Palsy (UCP) has facts sheets on their website that can assist employers in making decisions concerning providing accommodations for people with disabilities. One of these is entitled, "Making Management Decisions about Job Accommodations."

From their website:

"An accommodation in the workplace is a reasonable adjustment to a job or work environment that makes it possible for an individual with a disability to perform job duties. Put another way, an accommodation is an investment an employer makes in his or her business in order to make the business more efficient or profitable."

Often times, accommodations that work well for people who have one type of disability, also work well for other types of disabilities. The UCP website is full of helpful information of just this type. They have facts sheets in several areas. For more information go to the website above, or go to: <http://www.ucp.org> .

United Spinal Association: *Disability Etiquette*

United Spinal Association has a publication entitled *Disability Etiquette*. Their 53-page guide "was developed to help people interact effectively and respectfully with people who have a variety of disabilities, from mobility impairments and blindness to traumatic brain injury and HIV/AIDS." It is free for downloading at their website and has proven time and time again to be an effective tool in promoting disability awareness in various situations, including in the workplace.

For a FREE copy of *Disability Etiquette*, go to:

<http://www.unitedspinal.org/disability-publications-resources/disability-publications>

"A rock pile ceases to be a rock pile the moment a single man contemplates it, bearing within him the image of a cathedral."

Antoine de Saint-Exupery

What Is *Supported Employment*?

Supported Employment can be a wonderful support for people with disabilities who want to be employed and who may need some extra help (supports) in order to adjust to the job, stay in the job, and/or to become a good, productive employee. People with disabilities who may need to depend on supported employment services to get and keep a job, also need their employers to understand the benefits of supported employment services. Supported employment services are usually paid for through funding outside of the workplace and not by the employers themselves.

So – what are supported employment services? At APSE (Formerly the Association for Persons in Supported Employment - <http://www.apse.org>), supported employment is defined in this way:

“Supported employment (SE) enables people with disabilities who have not been successfully employed to work and contribute to society. SE focuses on a person's abilities and provides the supports the individual needs to be successful on a long-term basis. It allows people experiencing disabilities, their families, businesses, and their communities to experience the successes of people with disabilities.”

For more information on how employees can benefit from supported services, go to the website address above, or contact the Catskill Center for Independence at 607-432-8000, e-mail us at ccfi@ccfi.us, or visit our webpage at www.ccfi.us .

Laurene M. Reichardt

Disability Program Navigator: CDO Workforce System

Disability Programs Manager: Catskill Center for Independence

P.O. Box 1247, Oneonta, NY 13820

607-432-8000 (Voice/TTY)

607-432-6907 (Fax)

E-mail: ccfi@ccfi.us

Website: www.ccfi.us

The staff at the Catskill Center for Independence wish you and yours a happy, healthy and peaceful holiday season.