Americans with Disabilities Act and Accessibility Advisory Committee (ADAAAC)

Advisory Committee to
Chancellor and Provost
Think about what are we doing here...
Thinking about the Committee Charge:

To assist the university in:

1. continuing to develop a campus that is universally accessible
2. overseeing ongoing compliance with the Americans with Disabilities Act, by acting as an advisory body to the Chancellor, Provost and the ADA Coordinator.
3 Functions:

1. To develop and recommend within the campus governance and administrative structures, policies pertaining to campus compliance with the Americans with Disabilities Act and other disability laws.

2. To lend influence and support campus education, outreach and programming regarding disabilities, universal design, accessibility and legal obligations pertaining to these.

3. To create a centralized accessibility and disability information website for UWM.
4 QUESTIONS TO ANSWER TODAY:

• What is the ADA?
• What is Accessibility?
• Who is on the UWM Campus to ensure that UWM meets its obligations?
• Where does ADAAAC fit in?
The ADA - July 26, 1990
&
The ADA Amendments Act of 2008
“The ADA is one of America's most comprehensive pieces of civil rights legislation that prohibits discrimination and guarantees that people with disabilities have the same opportunities as everyone else to participate in the mainstream of American life -- to enjoy employment opportunities, to purchase goods and services, and to participate in State and local government programs and services.

Modeled after the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin – and Section 504 of the Rehabilitation Act of 1973 -- the ADA is an "equal opportunity" law for people with disabilities.”

- US Dept. of Justice, Civil Rights Division
“Reasonable accommodations” are at the heart of the ADA
What is a Reasonable Accommodation?

Reasonable accommodation is any change or modification to the way things are usually done that allows an individual with a disability equal access to benefits available to other individuals (at work or in school).
Who is Eligible for Accommodations at work or at school?

ADA - 3-Part Definition of Disability

with respect to an individual--

(A) a physical or mental impairment that substantially limits one or more major life activities of such individual;

(B) a record of such an impairment; or

(C) being regarded as having such an impairment.
Accessibility Resource Center
Mitchell Hall, Room 112

Department of Human Resources
P.O. Box 413, Engelmann Hall, Room 125
Shared Responsibility

- Students
- Employees
- Supervisors
- Instructors
- Administrators

Service Providers:
- UITS (Section 508)
- Buildings & Grounds (ADAAG)
- Residence Halls
- Recreation/Sports
- Food Service, Advisors, etc.
Common Responsibilities

Student/Employee

• Contact ARC/HR
• Provide information about disability and need for accommodations
• Request accommodation and engage in an interactive discussion of reasonable accommodations
Common Responsibilities

**UWM (ARC, HR, Campus)**

- Engage in an interactive process to provide reasonable accommodations
- Maintain confidentiality
- Mutual Respect (First-person language)
ACCOMMODATIONS
For
STUDENTS

Verified
Individualized
Student Accommodation Plan
(VISA)
What are Academic Accommodations?

- Accommodations provide equal access for students to learn and to demonstrate what they have learned.
- ARC also provides supports or services to help students learn strategies for classroom success (e.g. time management, organizational, and self-advocacy skills).

Accommodations are NOT changes in the instructional level, content, or standards.
Examples - Academic Accommodations

- Alternative testing
- Note taking
- Alternative text
- Interpreting and Captioning
- Assistive Technology
Accommodations
ROLES and RESPONSIBILITIES

- Student
- ARC Counselor
- Instructor
- VISA
Accessibility Resource Center

For students, faculty and staff

- To facilitate accommodations for individual students
- To facilitate an accessible campus by providing consultation and training.
- To promote an increased awareness that people with disabilities are regarded on the basis of ability, not disability.
ACCOMMODATIONS
For
EMPLOYEES
News & Events

Plan your retirement! Register for upcoming events now!

New Employee Assistance Program: LifeMatters & LifeMatters Services Overview Presentation
Overview of the ADA for Employees

- Protects individuals from discrimination on the basis of his/her disability, perceived disability, or association with an individual with a disability
- Requires employers to provide reasonable accommodations to qualified individuals with a disability to allow the person to perform the essential functions of his or her job
- Restricts disability-related inquiries
A reasonable accommodation is any modification or adjustment to a job, practice, policy, or the work environment that allows an individual with a disability to participate equally in an employment opportunity.

Examples include:

- Making existing facilities accessible
- Modifying a work schedule
- Altering training materials, tests, or policies
- Acquiring or modifying equipment
- Providing an interpreter
- Restructuring a job
Before and Beyond
ACCOMMODATIONS
Universal Design – a process leading to accessibility

“Universal design is the process of creating products (devices, environments, systems, and processes)….. which are usable by people with the widest possible range of abilities….. operating within the widest possible range of situations (environments, conditions, and circumstances).”

(Vanderheiden, 1996)
The A3 Model: A conceptual model for how organizations address the needs of people with disabilities

Advocacy
Accommodation
Accessibility

(Smith, Edyburn & Schwanke, 2001)
The A3 Model

Advocacy Phase  |  Accommodation Phase  |  Accessibility Phase

Accessibility

Accommodation

Advocacy

Approaches to meet the needs of people with disabilities

Transition Over Time

©2001 and 2007 Schwanke, Smith, Edyburn
Advocacy in the A3 Model

This person is waving and knocking to draw attention to herself, to let others know that she needs assistance to get into the building.

Knocking of the door in the background
Accommodation in the A3 Model

We anticipate a need. Here, a student/worker utilizes assistive technology (CCTV), available in the library, to access print materials.
Accessibility in the A3 Model

This automatic doorway opens when rolled or walked upon, making the doorway accessible to everyone.
In What Stage?

Drumroll plays with moving bar

Approaches to meet the needs of people with disabilities

Advocacy

Accommodation

Accessibility

Transition Over Time

©2001 and 2007 Schwanke, Smith, Edyburn
OUR 4 QUESTIONS ANSWERED TODAY?

• What is the ADA?
• What is Accessibility?
• Who is on the UWM Campus to ensure that UWM meets its obligations?
• Where does ADAAAC fit in?
Questions, Comments??

Thank You!