

OVERCOMING WORKFORCE BARRIERS WITH ASSISTIVE TECHNOLOGY



ATC17 Above and Beyond...With Assistive Technology



**Governor's Commission On Disability
New Mexico Technology Assistance Program
Presented by Guy Surdi and Jesse Armijo
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AMERICANS WITH DISABILITIES ACT: TITLES I-III



Title I of the Americans with Disabilities Act (ADA) protects qualified individuals with disabilities against discrimination in job application procedures, hiring, firing, advancement, compensation, job training, and the privileges of employment. The ADA covers employers with 15 or more employees, including State and local governments.

Title II applies to State and local government entities. Protecting qualified individuals with disabilities from discrimination based on a disability with regards to their services, programs, and activities.

Title III prohibits discrimination on the basis of disability in the activities of places of public accommodations, which includes businesses that are generally open to the public and commercial facilities.

QUALIFYING DISABILITIES UNDER ADA



Who qualifies as an individual with a disability?

A person who has a physical, mental or emotional impairment that substantially limits a major life activity such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.



Physical Disabilities

Blindness	Deafness
Asthma	Epilepsy
Speech Problems	Mobility Problems
Balance Problems	Seizures/Dizziness

Mental/Emotional Disabilities

Depression	Bipolar Disorder
Dyslexia	Panic Attacks
Social Phobia	Separation Anxiety
Cognitive Impairment	

ACCOMMODATIONS



An accommodation is a modification that enables a qualified individual with a disability to perform the essential functions of a job.

Types of reasonable accommodations include:

- Providing assistive technology
- Making the facilities accessible
- Changing a company's policy and procedure
- Modified work schedules



ACCESS AND EQUALITY



Consider what would create equal access to all individuals when posting a job, interviewing and retaining a person with a disability:

Posting job and information

- Accessible web site, text-to-speech and high contrast color
- Phone
- Newspaper and radio

Applications provided

- Online, in braille and by mail

Interview and testing

- Assistive technology, i.e., communication device

Retention

- Providing reasonable accommodations

AUXILIARY AIDS



Auxiliary aids allow a person with a disability to perform their essential job functions. Many accommodations can be provided in the workplace to support productivity. Examples:

Physical

- Ergonomic Chair, Desk, Ergonomic Keyboard, Mouse and Arm Rest



AUXILIARY AIDS CONT.



Vision

- Computer Screen Readers, Large Print, and Braille Keyboard



Deaf

- Video Relay Service and ASL Interpreters



Learning Disabilities

- Notepad and Voice Recording



LIMITATIONS



Auxiliary aids, services and other accommodations are required unless doing so would result in an undue financial or administrative burden. In such cases, alternative accommodations need to be made available.

Factors that determine a hardship include:

- Cost
- Productivity
- Complexity vs. Effectiveness
- Liability
- Safety

TAX CREDIT



Social Security Administration
Plan for Achieving Self Support (PASS)

Workforce Connection

Work Opportunity Tax Credit (WOTC) allows businesses to earn as much as \$2,400 to \$9,000 per qualified employee.

SUPPORTIVE ORGANIZATIONS



New Mexico Technology Assistance Program (NMTAP) Device Loan Program
Demonstrations and Trainings
Access Loan NM and SEED loan New Mexico
<http://www.tap.gcd.state.nm.us>

Americans with Disabilities Act Center
Julie Ballinger (505) 797-8612

Job Accommodation Network (JAN) - A to Z of Disabilities and Accommodations
<http://askjan.org>

Equal Employment Opportunity Commission (EEOC)
<https://www.eeoc.gov>



WEB ACCESSIBILITY

WHY THIS IS IMPORTANT ?



- The Internet is one of the few ways we get most of our information nowadays.
- According to the Annual Disability Statistics Compendium, written by the University of New Hampshire's Institute on Disability, as of 2014, there are **313,890,422** people living in the community, in the U.S.
- Of those 313,890,422 individuals, **12.6%** reported one or more disabilities, which adds up to **39,674,679**.
- Those **39,674,679** individuals may have difficulty accessing websites if they aren't accessible. Especially those applying for jobs.

POSSIBLE WEBSITE ACCESSIBILITY ISSUES

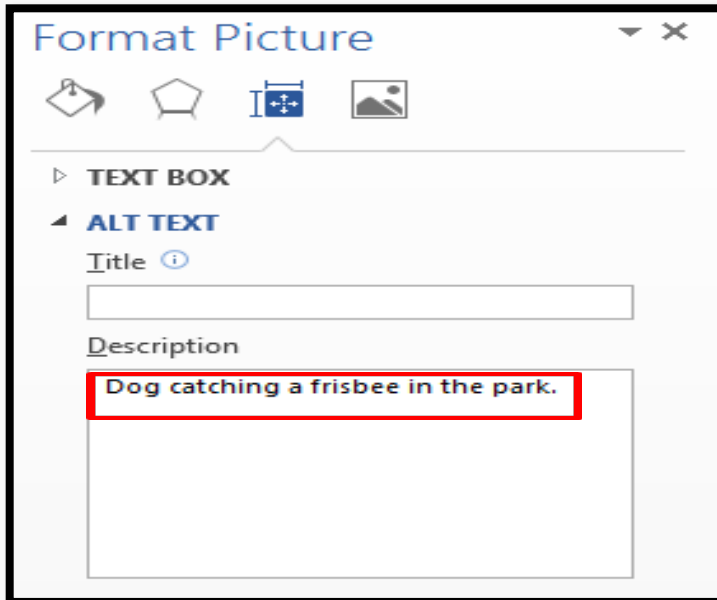


- Alternative Text for photos and graphics.
- Low contrast text color, both foreground and background.
- Lack of accurate or any Closed Captions.
- Inability to read Word or PDF documents on a website, with the use of a Screen Reader.
- Scrolling text or scrolling windows.
- Website formatting.

WEBSITE ACCESSIBILITY FIXES

Alternative Text

- Can be fixed by adding Alt-Text to any image button, logo, linked image, or regular photo.



Format Picture

TEXT BOX

ALT TEXT

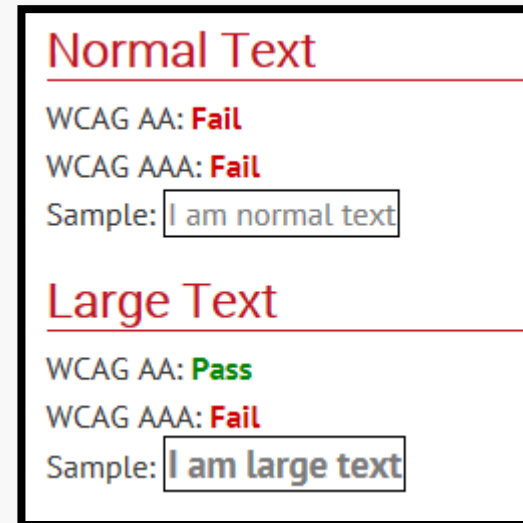
Title

Description

Dog catching a frisbee in the park.

Low Contrast Text Color

- Can be fixed by increasing the overall contrast between the text and the background color.



Normal Text

WCAG AA: Fail

WCAG AAA: Fail

Sample: I am normal text

Large Text

WCAG AA: Pass

WCAG AAA: Fail

Sample: I am large text

Web Aim's Color Contrast Checker

WEBSITE ACCESSIBILITY FIXES CONT.

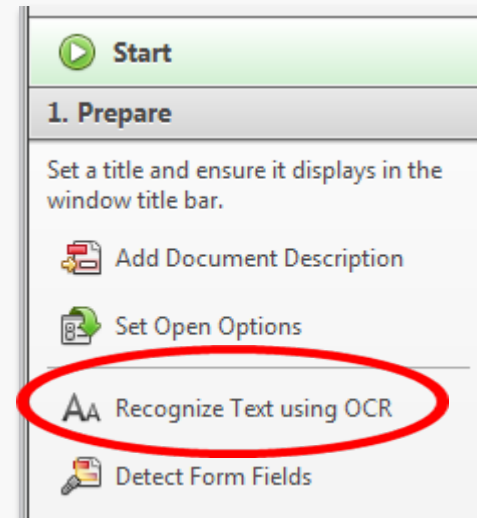
Closed Captions

- On YouTube, Closed Captions can be added in 3 different ways. Uploading a transcript of the recording, typing in subtitles, or pasting a transcript and then having it auto-sync to the video.
- There are also software programs that allow you to add captions.

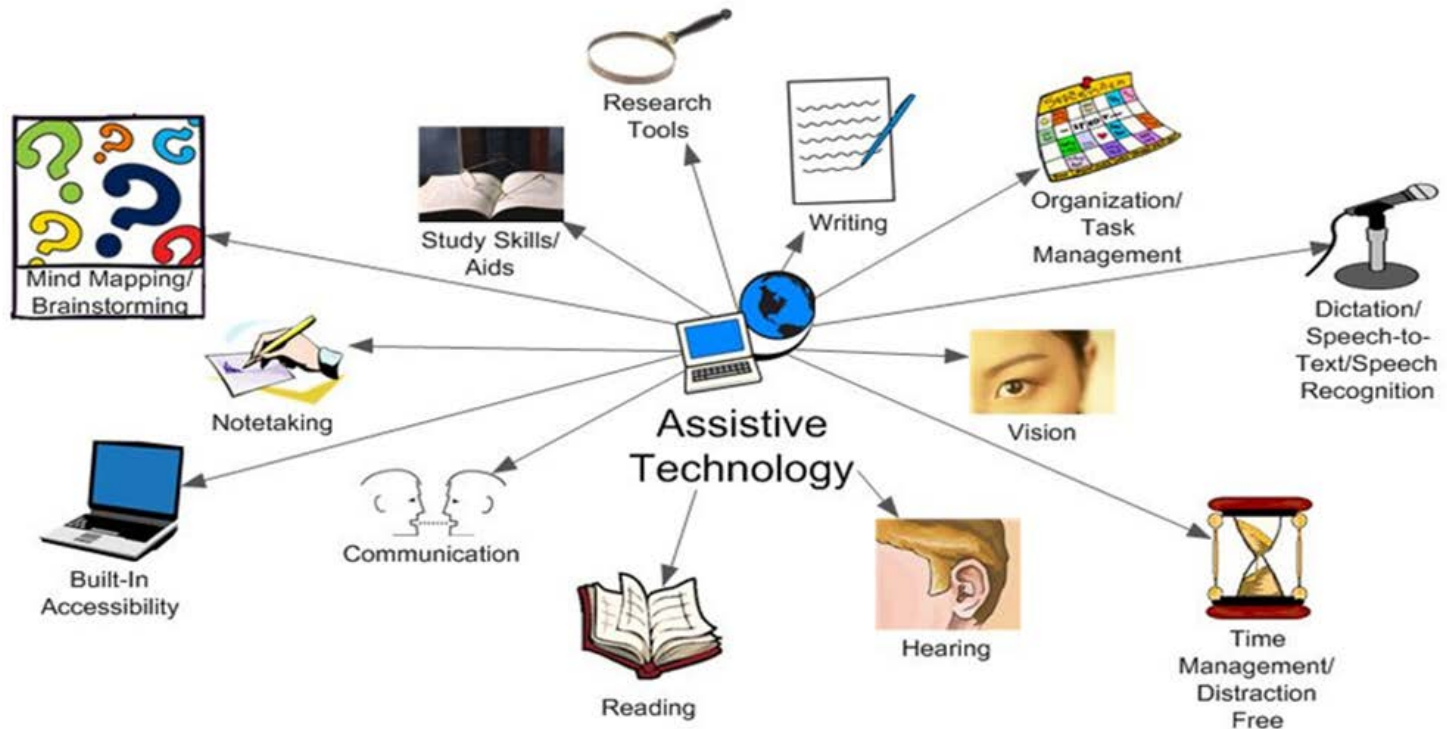


Readable Documents

- Readable, Screen Reader ready, documents can be created with external Assistive Technology or with programs like Adobe Acrobat.



WHAT IS ASSISTIVE TECHNOLOGY ?



WHAT DOES THIS INCLUDE ?

- Hearing



- Vision



- Speech Communication



- Daily Living



- Computers and Related



- Learning, Cognition, and Development



Requesting A Reasonable Accommodation



Requests for a reasonable accommodation can be done:

- Over the internet
- By telephone
- Face-to-face
- In writing

Persons to whom requests can be made:

- Manager/supervisor
- Human resources department
- ADA coordinator
- Contact person on website

An employer or potential employer needs to respond to an accommodation request as quickly as possible.

RESOURCES



NM Technology Assistance Program

625 Silver Ave. SW Ste. 100 B

Albuquerque, NM 87102

Phone (505) 841-4464

www.tap.gcd.state.nm.us

New Mexico Governor's Commission on Disability

491 Old Santa Fe Trail, Lamy Bldg.

Santa Fe, NM 87501

Phone (505) 476-0420

Toll Free (in state only) 1-877-696-1470

www.gcd.state.nm.us