

# The Business & Disability Bulletin



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*disability is our business*

## Welcome to our first issue of *The Business & Disability Bulletin!*

Twice a year Disability Network Southwest Michigan will bring you information and resources that will help your company create an organizational culture that values disability as a workplace diversity issue. Get tips on ADA compliance, accommodating employees, diversity training and more!

## Workshop: What to do when an employee discloses a disability

Join Disability Network staff at Kellogg Community College in Battle Creek on **Friday, September 11, 2009** from 9:00 am—12:00 noon for a free workshop designed to help front line supervisors, team leaders, and human resource professionals understand their rights and responsibilities under the Americans with Disabilities Act (ADA), including recent changes as a result of the passage of the ADA Amendments Act of 2008.

Space is limited to the first 24 registrants. Call or e-mail Michele McGowen at [mmcgowen@dnswm.org](mailto:mmcgowen@dnswm.org) or (269) 345-1516 extension 35 to register.

## ADA Accessibility Check: Does your parking lot have correct striping and appropriate signage?

Parking lot striping and signage are a common area of ADA compliance violations. Fortunately, they are relatively easy and inexpensive to correct.

Most businesses assume that the asphalt company they hire will correctly stripe their parking lot to include the right number and size of accessible parking spots and access aisles. We have found that is not necessarily the case.

This document from the US Department of Justice will allow you to quickly check the ADA compliance of your parking lot: [www.ada.gov/restribr.pdf](http://www.ada.gov/restribr.pdf).



Our ADA Specialist Paul Ecklund is available to answer questions you might have about parking lot compliance or any other area of the ADA. He can be reached at (269) 345-1516 ext. 62 or at [pecklund@dnswm.org](mailto:pecklund@dnswm.org).

Photo showing 8 foot wide van-accessible access aisle. Parking signs are present and at an appropriate height.

Disability Network  
Southwest Michigan  
517 E. Crosstown  
Kalamazoo, MI 49001  
(269) 345-1516

[www.dnswm.org](http://www.dnswm.org)

## Disability & Diversity

### **Is disability included in your diversity statement? Are people with disabilities represented on your workplace diversity committee?**

You know that disability is included in your non-discrimination statement, but is it part of your inclusion/diversity statement? Did you have to look to find out?

People with disabilities can be overlooked as an important part of workplace diversity initiatives. Creating an environment where employees and customers with disabilities feel welcomed and valued is a win-win situation for everyone.

### **Workplace diversity presentations**

Disability Network offers customized disability & diversity presentations to the community. Whether you are looking for a “lunch & learn” panel presentation or a half-day workshop on disability language, accommodation & customer service for your entire staff, we have something to meet your organization’s needs.

We will work with your budget to create a program that is interesting, informative, and will challenge your perception of what it means to be a person living with a disability.

Call Michele McGowen at (269) 345-1516 extension 35 or email at [mmcgowen@dnswm.org](mailto:mmcgowen@dnswm.org) for more information.

### **Diabetes & Reasonable Accommodation**

<http://www.eeoc.gov/facts/diabetes.html>

This document, “Questions and Answers about Diabetes in the Workplace and the Americans with Disabilities Act”, from the Equal Employment Opportunity Commission (EEOC) provides practical information in a question-and-answer format along with examples of reasonable accommodations in a variety of work situations.

### **We’d love your feedback!**

Did you find this issue useful or interesting? Did you use take any action based on what you read here? What type of information would be helpful for you to see in the next issue of *The Business & Disability Bulletin*? Tell us! E-mail your response or ideas to [feedback@dnswm.org](mailto:feedback@dnswm.org).

The Business & Disability Bulletin is a free electronic newsletter for businesses leaders and human resource professionals in Southwest Michigan who believe in the value of an inclusive workforce and in creating a welcoming customer environment.

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