

The Business & Disability Bulletin



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disability is our business

2010 Marks the 20th Anniversary of the Americans with Disabilities Act

On July 26, 1990, President George H. W. Bush signed into law the Americans with Disabilities Act (ADA) to ensure the civil rights of people with disabilities. This legislation established a clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities.



Watch a video of the speech given by President George H.W. Bush when he signed the Americans with Disabilities Act (ADA) into law on July 26, 1990 at: www.youtube.com/watch?v=evbyv-d9JWk

Learn about the anniversary of the ADA: <http://www.adainfo.org/anniversary/>

Register for trainings at <http://www.ada-audio.org/Webinar/ADALegal/Schedule/>

August 4, 2010: The EEOC and the ADA

September 29, 2010: Litigation under the ADA Amendments Act

Attend the National ADA Symposium in Denver Colorado

June 20—23, 2010: For more information, go to <http://adasymposium.org/#>

Questions about your rights and responsibilities under the ADA?

We can help! Disability Network Southwest Michigan provides information and technical assistance to businesses throughout Southwest Michigan. Call our ADA Specialist Paul Ecklund at (269) 345-1516 x 117.



Save the Date: Attend the July 25, 2010 showing of the movie *Music Within*, the true story of Richard Pimental, a Vietnam War veteran who played a pivotal role in the development of the Americans with Disabilities Act, at the Kalamazoo Valley Museum. The movie begins at 2 PM. Sponsored by Disability Network Southwest Michigan.



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Disability & Diversity

Workplace Diversity Resources

Thinking Beyond the Label

www.thinkbeyondthelabel.com works to raise awareness that “hiring people with disabilities makes good business sense” by relaying accurate facts about employees with disabilities

The Campaign for Disability Employment

www.whatcanyoudocampaign.org encourages employers and others to recognize the value and talent that people with disabilities bring to the workplace

Disability as a Diversity Issue

www.diversityinc.com is a digital magazine devoted to diversity that has a regular column on disability. Read articles on accommodations, disability language, and more.



Action Item: Assess your organization for outdated disability language: personnel policies, restroom signs, parking signs. Do any still use the word “handicapped?” Update to “people with disabilities” in written policies. Use “accessible” or the universal accessibility symbol (wheelchair) on signage.

“We can view the ADA as a set of rules we have to comply with, or as a set of community values we choose to live by.”

- **Jenny M.**, inclusiveness workshop participant

Learning Disabilities & Reasonable Accommodation

Accommodations for employees with learning disabilities can range from screen reading software (commonly used by people who are blind) to items we all have on our desks – sticky notes.

“At work I use a few different accommodations, but the one I use the most is my screen reader. My screen reader can read e-mails from co-workers, documents, and forms I



need for my job. My screen reader can also help me with spelling and grammar. Another tool I use every day at work is my yellow sticky note pad of words that I cannot spell but need to use a lot. My sticky notes can go with me where my screen reader cannot.”

Miranda Grunwell is an Independent Living Program Assistant at Disability Network Southwest Michigan.

Employees with Learning Disabilities, from the Job Accommodation Network (JAN), provides basic information about the different types of learning disabilities and includes examples of accommodations in a variety of work situations.

Find it at: <http://askjan.org/media/downloads/LDA&CSeries.pdf>

The Business & Disability Bulletin is a free electronic newsletter for business 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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