UTILIZING ASSISTIVE TECHNOLOGY AND APPS

FIRST THINGS FIRST

- Disclose disability to the employer
- Research options (including cost)
- Request accommodation in writing

REMINDERS

- Approach each situation as a unique challenge
- Keep solutions as simple as possible
  - Adapt an existing device if possible
- Give people options
- Fit the solution to their learning style
- Find out what has worked for them in the past
WHAT DOES “REASONABLE” MEAN?

■ The burden is on the employer to show that an accommodation is too costly, extensive, or disruptive to be added to their workplace.

■ EEOC will look at:
  – Nature and cost of the accommodation
  – Employer resources
  – Physical attributes of the workplace

AVERAGE COST OF ACCOMMODATIONS

■ 31% of accommodations cost nothing.
■ 50% cost less than $50.
■ 69% cost less than $500.
■ 88% cost less than $1,000.

WORKSITE ANALYSIS

■ Physical layout
■ Lighting and sound
■ Traffic flow
■ Safety concerns
  – Are safety measures practiced?
DISCREPANCY ANALYSIS IS ESSENTIAL

- Identify specific skills and knowledge required
- Identify specific skills and knowledge possessed
- Accommodations fill in the gaps

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LOW TECH ACCOMMODATIONS

- Computer software
- Smart Phone
  - Specialized apps
  - Mainstream apps
- Specialized hardware
LEARNING DISABILITIES

- Speech to text or text to speech software

VISUAL IMPAIRMENT

- Magnification
- Color contrast
- Braille

HEARING IMPAIRMENT

- Visual alerts
- Amplified telephone
- FM systems
- Bluetooth hearing aid paired with TTS
PHYSICAL/SPEECH IMPAIRMENT

- Eye trackers
- Switches
- Communication boards

WHEELCHAIR ACCOMMODATIONS

- Adjustable desk
- Ramps
- Lower items to within reach

RESOURCES

- Specialized disability organizations
- https://askjan.org
- https://www.iaccessibility.com/apps
Compassion  
Dignity  
Diversity  
Excellence  
Honesty