

UTILIZING ASSISTIVE TECHNOLOGY AND APPS



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FIRST THINGS FIRST

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



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REMINDERS

- Approach each situation as a unique challenge
- Keep solutions as simple as possible
 - *Adapt an existing devices if possible*
- Give people options
- Fit the solution to their learning style
- Find out what has worked for them in the past

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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*



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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.

<https://www.nolo.com/legal-encyclopedia/free-books/employee-rights-book/chapter7-8.html>

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WORKSITE ANALYSIS

- Physical layout
- Lighting and sound
- Traffic flow
- Safety concerns
 - *Are safety measures practiced?*



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DISCREPANCY ANALYSIS IS ESSENTIAL

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

DISCREPANCY ANALYSIS		
Applicant's Name:	Job Analysis Size:	
Job Analysis / Requirement: Transportation	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :
Job Analysis / Requirement: Rate of Pay	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :
Job Analysis / Requirement: Financial Considerations	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :

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LOW TECH ACCOMMODATIONS

- Environmental modifications
 - Lighting
 - Noise
 - Corners
- Jigs
- Thick handles on tools
- Better color contrast



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HIGH TECH ACCOMMODATIONS

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



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LEARNING DISABILITIES

- Speech to text or text to speech software



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VISUAL IMPAIRMENT

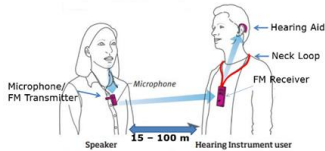
- Magnification
- Color contrast
- Braille



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HEARING IMPAIRMENT

- Visual alerts
- Amplified telephone
- FM systems
- Bluetooth hearing aid paired with TTS



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PHYSICAL/SPEECH IMPAIRMENT

- Eye trackers
- Switches
- Communication boards



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WHEELCHAIR ACCOMMODATIONS

- Adjustable desk
- Ramps
- Lower items to within reach



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RESOURCES

- Specialized disability organizations
- <https://askjan.org>
- <https://www.understood.org/en/tools/tech-finder>
- <https://www.iaccessibility.com/apps>



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