

Our Movement. Our Moment.

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The Power of Employment

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SESSION OVERVIEW

AMERICANS WITH DISABILITIES ACT
DISCLOSURE
REASONABLE ACCOMMODATIONS
RESOURCES



My Story

EMPLOYMENT'S POWER

PRIDE

PURPOSE

STRUCTURE

SUPPORT





Adults with a serious
mental illness that
are unemployed



80%

67%



Adults with a serious
mental illness that
would like to work

AMERICANS WITH DISABILITIES ACT (ADA)



Signed into action in 1990, the Americans with Disabilities Act is a civil rights law that protects people with disabilities from discrimination.



ADA

A person must have a physical or mental impairment that results in substantial limitation in one or more major life activities such as thinking, concentrating, learning, working, or caring for oneself to be protected under the ADA.



TITLE I - EMPLOYMENT

- Title 1 of the ADA prohibits employers from discriminating against **qualified** individuals with disabilities.
- The ADA covers employers with 15 or more employees.
- The individual with a disability must be able to perform the essential job functions with or without reasonable accommodations.
- A potential employer cannot ask on a job application or during an interview any questions about a person's disability.



DISCLOSURE

Disclosing a disability to an employer is a personal choice.

Without disclosing a disability, however, a person is not protected under the ADA.





WHEN TO DISCLOSE

Disabilities can be disclosed any anytime, even after years at a job.

- **When requesting assistance during the application or interview process**
- **When requesting reasonable accommodations**

It is always best to disclose a disability before a crisis happens.



HOW TO DISCLOSE

Be Prepared!

Take time to prepare for your conversation.

- Make a list of your limitations AND strengths specific to the job.
- Think about what support you may need to be successful.
- Write down what you would like to say and take it with you to the meeting.
- Practice what you will say with someone supportive.

On the day of your meeting, find ways to make you feel confident.

- Wear an outfit you love.
- Listen to a song that pumps you up.
- Call someone that will remind you how awesome you are.



HOW TO DISCLOSE

When Disclosing

- Don't forget to bring your notes to the meeting.
- Bring a bottle of water with you.
- Let your boss know the best ways to approach you with concerns and things to look out for.
- Provide resources or fact sheets about your diagnosis for your boss to check out after your meeting.
- Be prepared to answer questions.

Remember to highlight all of your skills and strengths.

Your limitations do not define you.



REASONABLE ACCOMMODATIONS

A reasonable accommodation is a modification or adjustment to a job or work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions.

Accommodations cannot cause an employer an undue hardship.

Accommodations must be directly related to your disability.



REASONABLE ACCOMMODATIONS EXAMPLES

- Flexible leave to attend medication and therapy appointments
- Ability to make up time missed
- Reduced distractions or noise in the work area
- Help managing time
- Assistance in prioritizing tasks

- Dividing large assignments into smaller tasks
- Short breaks
- Use of a job coach
- Regular written or verbal feedback
- Written directions and task lists

HOW TO REQUEST ACCOMMODATIONS



- Although the law does not require accommodation requests to be in writing, it is always best to have written documentation of your requests.
- Take detailed notes about conversations you have with your employer regarding your accommodations.
 - Be flexible
 - Take the time to really decide what accommodations you need and be specific.



VOCATIONAL REHABILITATION

Vocational Rehabilitation, often referred to as Voc Rehab or VR, is a program that provides employment services to people with disabilities to help reach their employment goals.



VOC REHAB - ASSESSMENTS

To focus your interests and abilities and to help determine the services you will need to achieve employment, you may participate in assessments.

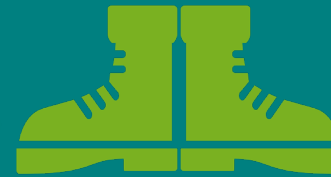
Examples of assessments:

- Counseling
- Career exploration
- Work sampling
- Community-based work assessments



VOC REHAB - SERVICES

- Counseling and Guidance
- Physical and Mental Restoration Services
 - Training
 - Supported Employment
 - Job Placement Services
- Financial Assistance





JOB ACCOMMODATION NETWORK - JAN

The Job Accommodation Network, or JAN, provides free, expert level guidance on workplace accommodations and disability employment issues.

Visit www.askjan.org for more information.



PROTECTION & ADVOCACY SYSTEMS / CLIENT ASSISTANCE PROGRAMS

Each state is federally mandated to have a Protection & Advocacy System (P&A) and Client Assistance Program (CAP).

P&As and CAPs provide legal representation and other advocacy services to all people with disabilities.

Visit www.ndrn.org to find the P&A or CAP in your state.



QUESTIONS





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