

**From Compliance to Proactive
Accessibility: How Small Institutions
Create Success**

Association on Higher Education and Disability

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Introductions

- What is your name?
- From which institution do you come?
- How long have you worked there?
- How many students does your institution serve?
- How many students with disabilities have registered with your office?
- How many staff are in your office in terms of FTE?

Introducing Myself

- Assistant Professor in Education Department

Teaching

- Education 160: Culture, Community, and Diversity: Introducing Critical Teaching
- Education 244: Including Students With Disabilities
- MEDU 701: Conducting and Writing a Review of Educational Research
- MEDU 705-706: Thesis Writing

Degrees

- Doctorate in Special Education from the University of Illinois at Urbana-Champaign
- BS and MSW in social work from Illinois State University and the University of Illinois

Introducing Myself

Personal Expertise

- blind from birth
- have grown up in the disability rights movement
- have worked at three DS offices: Illinois State University, the University of Illinois at Urbana-Champaign, and Global Campus
- have taught as a TA or faculty at the University of Illinois, the University of Hong Kong, and Moravian College
- invited speaker at events around the country
- have presented at conferences in the U.S., Mainland China, Hong Kong, and Spain
- I conduct research about disability in higher education.

Learner Outcomes

- to provide participants with a list of solutions they can apply to their higher education institutions' accessibility plans
- to practice analysis of specific compliance questions to enhance participants' abilities to promote accessibility of their own campuses
- to update participants about the latest implications regarding the Americans with Disabilities Act


Introducing Moravian

- the 6th-oldest college in the nation
- founded as a girls' school in 1742 by Countess Benigna von Zinzendorf
- a boys' school was also established in 1742 in Bethlehem, Pennsylvania
- In 1954 the schools, which in the meantime had become colleges, merged into Moravian College.
- The Moravian Seminary is a separate institution that maintains ties to the College to this day.

Introducing Moravian

- Moravian College was the first co-educational higher education institution in the Lehigh Valley.
- liberal arts undergraduate college with masters degrees in business, education, and nursing
- approximately 1550 undergraduates and 279 graduate students
- our disability services office serves approximately 50 students per year, though about twice that number are registered with our office.

Comenius Hall





South Campus:
Peter Hall
Payne Art Gallery

Breakdown of Students With Disabilities Served by Moravian College's Learning Services Office

Disability Category	% of Students in 2009-2010
learning disabilities	40
medical	16
psychological/psychiatric	13
ADD/ADHD	10
neurological	10
Combined ADHD and LD or ADHD and psychiatric/psychological	6
Asperger's syndrome	2
visual	2
communication disorder	1

Givens in This Presentation

- All of us are bound by laws mandating accessibility.
- For those of us from the U.S., those laws are the Americans With Disabilities Act Amendments Act and Section 504 of the Rehabilitation Act.
- The only exceptions are religious schools which accept no federal funding for any programs.

Givens in This Presentation

- Title III of the ADA and 504 set minimum guidelines. Our institutions can go above and beyond those guidelines to be particularly welcoming of students, faculty/staff, and guests with disabilities.
- As much as we want to be seen as experts about disability at our institutions, people who live with disability on a daily basis are the real experts.
- We should carefully walk a tight rope between the needs of the institutions for whom we work and the needs of those we serve.

Moravian's Context in Terms of Accessibility

- old campus
- many historically significant buildings
- have accommodated SWD's since the passage of the ADA in 1990
- small Learning Services office: 2.0 FTE
- faculty and staff are generally supportive.
- Moravian students expect personalized attention.

Solutions Moravian Has Implemented

- Setting up communication channels and chains of command related to various constituencies' needs takes time but is necessary.
- We have counselors on call 24/7 to deal with mental health crises of students.
- We have purchased assistive technology for the library to afford universal access to textbooks and printing.

Solutions Moravian Has Implemented

- We welcome speakers on disability topics.
- We hire and accommodate faculty and staff with apparent and non-apparent disabilities.
- Faculty regularly collaborate with DS staff to provide disability awareness to students.

Potential Issues to Confront in the Future

- Physical access to some buildings is limited to the first floor.
- Currently, we have no students requesting alternate format of textbooks.
- Some staff in our DS office are part-time. Thus, students do not have access to staff all day every business day.
- Our policies and procedures regarding many aspects of disability accommodation are sketchy right now.

Case Studies

1. providing access to classes and programs held in buildings of historical significance which are architecturally inaccessible
2. altering of event planning procedures to implement universal design
3. collaborating effectively with faculty to provide disability awareness to other faculty and staff
4. revising outside speaker contracts to include reasonable accommodations
5. setting up programs to provide alternate format of textbooks, within-campus, and online materials

Group Tasks

- Convene your group.
- Read through your scenario individually.
- Talk within your group to decide what plans you will implement to improve accessibility.
- List at least three of your ideas on your poster board.
- Prepare a 1-minute presentation of your ideas.
- Let Christie know when you are finished in your group.

Presentations

1 minute to describe your scenario and explain your ideas for improving access

1 minute for the rest of the audience to provide other ideas related to your scenario

Let's get to it!

List of Resources

"The ADA Best Practices Tool Kit for State and Local Governments."

The Civil Rights Division of the U.S. Department of Justice has issued the first installment of a technical assistance document designed to assist state and local officials to improve compliance with Title II of the Americans with Disabilities Act (ADA) in their programs, services, activities, and facilities.

The first installment of the tool kit can be found at:
<http://www.usdoj.gov/crt/ada/pcatookit/toolkitmain.htm>

List of Resources

DisabilityInfo.Gov: The Federal Government's Disability Portal

U.S. Federal programs, services and resources
<http://www.disability.gov>

U.S. Department of Education's Office for Civil Rights
<http://www.ed.gov/about/offices/list/ocr/index.html>

U.S. Department of Justice ADA Home Page
<http://www.usdoj.gov/crt/ada/adahom.htm>

List of Resources

U.S. Equal Employment Opportunity Commission
<http://www.eeoc.gov/>

"A Guide to Disability Rights Laws"
From the National Council on Disability - provides a summary of the Federal legislation relating to disability with web links to responsible federal agencies
<http://www.ncd.gov/disabilityrights.htm>

ADA Technical Assistance Centers
<http://www.adata.org/centers.htm>

List of Resources

U.S. Department of Education's Office For Civil Rights Reading Room
Includes the regulations for Title II of the ADA, the regulations for Section 504, "Auxiliary Aids and Services for Postsecondary Students with Disabilities";
Higher Education's Obligations Under Section 504 and Title II of the ADA," "Students with Disabilities

Preparing for Postsecondary Education: Know Your Rights and Responsibilities" and more.
<http://www.ed.gov/about/offices/list/ocr/publications.html#Section504>

ADA Standards For Accessible Design (currently enforceable version)
<http://www.usdoj.gov/crt/ada/adahom1.htm>

List of Resources

OSU Web Accessibility Center
<http://www.wac.ohio-state.edu/>

Job Accommodation Network
<http://janweb.icdi.wvu.edu>

"How to Design with Access in Mind"
From the American Council of the Blind - details conventional techniques for formatting documents with a word processor for better compatibility with assistive technology and more fluid transformation into alternate formats
<http://www.acb.org/accessible-formats.html#ag14>

List of Resources

Disability Access Symbols
The twelve symbols may be used to promote and publicize accessibility of places, programs and other activities for people with various disabilities. Developed by the Graphic Artists Guild.
<http://www.gag.org/resources/das.php>
