



DISABILITY INCLUSION: The Evolving Needs Under ADA/504

Question & Answers
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MEET YOUR FACILITATOR



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Crystal has more than 35 years of experience in private and public industry, higher education, and disability management. Before joining Grand River Solutions, Crystal served as the Assistant Vice President of Equity and Access Services, the compliance division of a Diversity, Equity and Inclusion office for a large public university.

QUICK DISCLAIMERS AND REMINDERS

The contents of this presentation do not constitute legal advice or opinions on any specific facts

Information in this presentation relies on concepts and terms from the Americans with Disabilities Act (US Law)

Concepts and Responsibilities are similar in many countries, but not identical

Consult with your HR Business Partner

PURPOSE OF OUR SESSION TODAY

Unpack the trend reflecting increasing numbers of non-observable disabilities, and specifically, those with comorbid mental health factors or primary mental health diagnosis with our ADA/504 Practice Lead. This event offers the opportunity to discuss best practices, how to interface with managers or faculty when implementing employees or student accommodations, leading to equitable access as well as increased benefit and performance.



WORLDWIDE DISABILITY STATISTICS

- 10-15% have a disability or condition
- 15-20% are neurodivergent (meaning some difference in cognitive approach)
- 970 million have a mental health or substance use condition
- 100% of people can experience disability in their life



DIVERSITY, EQUITY AND INCLUSION

Disability has the greatest intersectionality with other protected identities.

Because of its unique intersectionality, it can foster revisioning of inclusion within the workplace.

Inclusion supports diversity and empowers out-of-the-box creativity toward work tasks while recognizing and valuing different approaches.

Accommodations create equity that fosters respect and trust.

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WHAT IS THE AMERICANS WITH DISABILITIES ACT

The Americans with Disabilities Act (1990) and its following amendment, the Americans with Disabilities Amendments Act (2008) – collectively called ADA – are a set of laws that:

- establish what a qualifying disability or condition is and
- what an individual with a disability may expect in the workplace, public services, transportation, and in general in the U.S.



ADA DEFINITIONS OF DISABILITY

01

A physical or mental impairment that substantially limits one or more major life activities.

02

A record of such an impairment

03

Being “regarded as” having such an impairment



Reverend Jesse Jackson and Justin Dart Jr

FOUR GENERAL CATEGORIES

1 in 5 people have a disability that falls within 4 general categories:

- Behavioral or emotional
- Sensory impaired disorders
- Physical
- Developmental

Some people have more than one disability or condition.



SOME QUALIFYING DISABILITIES MAY INCLUDE

OBSERVABLE

- Sight Disorders like blindness
- Mobility disabilities that lead to use of equipment like a cane or wheelchair
- Hearing conditions like deafness and use of hearing aid, cochlear implant or amplification devices on phones or computer
- Neurological disorders that impact movement like Parkinson's Disease
- Speech disorders that impact ability to speak or use of speech

NON-OBSERVABLE

- Conditions that impact cognition or thinking
- Mental Health conditions
- Conditions that impact a major biological organs or systems like the heart, lungs, or immune system
- Conditions that may not be readily apparent

FACT: 83-90% of disabilities are non-observable

WHAT IS AN ACCOMMODATION?



A change in the way things are customarily done to help in the performance of job responsibilities

Equal opportunity to participate in the hiring process

Equal opportunity to enjoy the benefits and privileges of employment

LET'S TALK

Generally...be mindful of your interactions and those of others AND:

Be kind;

Be present;

Be respectful; and,

Be authentic/real...

As you would with any other person or colleague.

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