Dear John: Exclusive Edition

Rights and Responsibilities—Know The Law
The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, State and local government services, public accommodations, commercial facilities, and transportation. Modeled after the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin – and Section 504 of the Rehabilitation Act of 1973 – the ADA is an "equal opportunity" law for people with disabilities.

Know The Basics - How To Be Respectful

PUT THE PERSON FIRST
Say “person with a disability” rather than “disabled person.” Say “people with disabilities” rather than “the disabled.”

RESPECT THEIR PRIVACY
If you ask about a person’s disability, they may feel like you are treating them as a disability, not as a human being.

ASK BEFORE YOU HELP
Just because someone has a disability, don’t assume they need help.

BE SENSITIVE ABOUT PHYSICAL CONTACT
Some people with disabilities depend on their arms for balance. Grabbing them, even if your intention is to assist, could knock them off balance.

THINK BEFORE YOU SPEAK
Always speak directly to the person with a disability, not to their companion, aide or sign language interpreter.

DON’T MAKE ASSUMPTIONS
People with disabilities are the best judge of what they can or cannot do.

RESPOND GRACIOUSLY TO REQUESTS
When people who have disabilities ask for an accommodation, it is not a complaint.

People Who Have Hidden and/or Developmental Disabilities

PEOPLE WITH DEVELOPMENTAL DISABILITIES
- They often rely on routine and on the familiar to manage work and daily living. Be aware of change in the environment or in a routine.

PEOPLE WITH DYSLEXIA OR OTHER READING DISABILITIES
- They might have trouble reading written information. Give them verbal explanations and allow extra time for reading.

PEOPLE WITH AUTISM
- Eye contact can be very distracting or even uncomfortable and threatening to many people with autism.
- Tone of voice, body language, or facial expressions may not match what they intend to communicate.

PEOPLE WITH EPILEPSY OR SEIZURE DISORDERS
- If a person has a seizure, you cannot do anything to stop it. If they have fallen, be sure their head is protected and wait for the seizure to end.

How To Be More Than A Bystander!

Who is a Bystander?
A bystander is any person who is present at an incident and/or event but does not take part.

YOU SEE SOMETHING?
SAY SOMETHING!

How can YOU be more than a Bystander?

- RECOGNIZE that people come before their disability.
- IDENTIFY situations in which someone who has a disability has been or is being mistreated.
- INTERVENE in situations where a person with a disability is being disrespected or mistreated.
- CREATE an environment and space in which we support and respect each other for who we are.

People Who Have Visible Disabilities

PEOPLE WHO USE WHEELCHAIRS
- Don’t push or touch a person’s wheelchair; it’s part of their personal space. Always ask!

PEOPLE WHO USE CANES OR CRUTCHES
- They need their arms to balance themselves, so never grab them!

PEOPLE WHO HAVE PROSTHETIC AND ARTIFICIAL LIMBS
- It is NOT okay to ask about the person’s prosthetic or artificial limbs! They need their balance, so never grab them!

PEOPLE WHO HAVE VISION DISABILITIES
- They know how to orient themselves and get around campus. If you are giving directions, give specific, non-visual information.

PEOPLE WHO ARE DEAF OR HARD OF HEARING
- When using a sign language interpreter, look directly at the person who is deaf, and maintain eye contact to be polite.
- Rephrase, rather than repeat, sentences that the person does not understand. There is no need to shout!

PEOPLE WHO HAVE A SPEECH DISABILITY
- Do not interrupt or finish their sentences for them.
- If you are not sure whether you have understood, you can repeat for verification.

Source (and further explanations):

ADDITIONAL CONTACTS:
Interim ADA Coordinator
- Jason Sweat, Risk Management (801)-832-2657
- Counseling Center
- Lisa Jones, Director (801)-832-2237
- Michelle Call, Counselor (801)-832-2246
- Cory Shipp, Counselor (801)-832-2273
- Dean of Students Office (801)-832-2230

ACCOMMODATIONS
STAFF: Human Resources (801)-832-2570
STUDENTS: The START Center (801)-832-2280

Image sources: https://adata.org/sites/adata.org/files/images/f2.png
http://www.stickylife.com/images/u/ea4c71d05a047bca830365d9c16bb1-800.png