

What Do Youth Workers Have to Know about the Americans With Disabilities Act (ADA)?

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PYD Network Webinar

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PYD
Network:
History &
Background



NYS Partnership:
1998 - 2012

New PYD
Curriculum 2015

New PYD Online
Courses 2016-17



http://www.actforyouth.net/youth_development/professionals/

Objectives

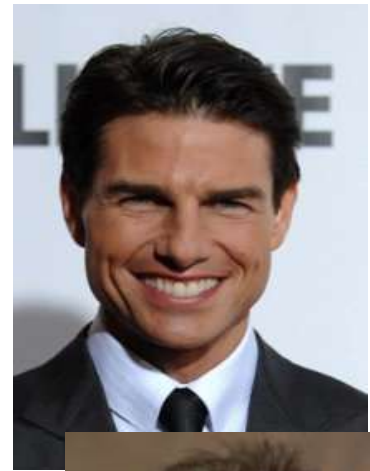
- Why are we discussing ADA and IDEA?
- Overview of IDEA and ADA legislation
- What are accommodations?
- Implications for youth programs
- Resources

ADA and IDEA?

Why would it be beneficial for youth workers to know about disability legislation?



Celebrities with Disabilities



Defining Disability

Disabilities affect people's daily functioning, work, social relationships and participation in public life.

Disabilities can be

- Physical
- Sensory
- Developmental
- Intellectual
- Learning
- Mental health condition
- Health condition

Prevalence

Disability affects approximate 56.7 million, or nearly 1 in 5 (18.7%) people in the United States living in communities (CDC)

School-aged youth living with disabilities (2012):

12.1% for youth of all ages

5.3% for youth age 5 – 15

5.5% for youth ages 16-20

(Cornell University. 2014)

Source: Partners for Youth with Disabilities. Expanding Access and Inclusion for Youth with Disabilities: An Inclusion Guide for America's Youth Programs

Impact

- Youth with disabilities are 4 times more likely to be involved in juvenile justice
- 22% don't complete high school (versus 9% without disabilities)
- 80% of youth with learning disabilities are bullied at school
- 63% of working-age Americans with disabilities are unemployed
- 26% of adults with disabilities live in poverty (households with less than \$15,000/year)

Why
Inequities?

What are common barriers for
youth with disabilities?

History



Museum of disAbility History <http://museumofdisability.org/>

National Consortium on Leadership and Disability for Youth.
Disability History Timeline:

http://www.nclد-youth.info/Downloads/disability_history_timeline.pdf

Important Disability Legislation

Individuals with Disabilities Education Act (IDEA)
Americans with Disabilities Act (ADA)

Protect

- Discrimination
- Abuse

Provide

- Additional services
- Accommodations

Accommodations

An accommodation is essentially any strategy that overcomes or lessens the effect of a specific barrier. A barrier is an obstacle that may exist in school, at the workplace, in the community, or in one's own home.

Accommodations

- Changes to facilities
- Special services
- Creative thinking and problem solving

Individuals with Disabilities Education Act (IDEA)

Individuals with Disabilities in Education ACT

Ages: Birth - 21

Thirteen Categories:

Autism, Deaf-blindness, Deafness, Emotional Disturbance, Hearing impairment, Mental retardation, Multiple disabilities, Orthopedic impairment, Other health impairment, Specific learning disability, Traumatic brain injury, Speech or language impairment, Visual impairment

IDEA Impact on Education

Free public education

- Quality instruction
- Testing to establish needs and services
- Individual education plan (IEP)
- Specialty support or accommodations

Accommodations can include

- Verbal instructions
- Visuals
- Additional test time



Committee on Special Education (CSE)

CSE meetings to set goals and review progress

CSE Members:

- Teachers
- Parents
- Agency representatives knowledgeable of the youth
- Youth, especially when considering postsecondary goals

Americans with Disabilities Act (ADA)

A person qualifies as having a disability if they meet one of the following:

- A physical or mental impairment that substantially limits one or more major life activities
- A record of such impairment
- A perception by others as having an impairment

Americans with Disabilities Act (ADA)

Prohibits discrimination on the basis of disability in:

- Private sector employment
- Activities of states and local governments
- Places of public accommodation
- Transportation
- Telecommunication services

ADA National Network - <https://adata.org/>
<https://adata.org/factsheet/ADA-overview>

Accommodations

Accommodations are provided only when a person discloses his or her disability and requests accommodations

Disclosure is not mandatory, but needed when asking for accommodations

Decision to disclose belongs *solely* to the person with a disability

Implications for Youth Programs

Inclusive youth programs serving a diverse population of youth benefit all youth

Situation 1

Youth with disabilities participate in youth programs without staff knowing about their disabilities

Situation 2

Youth participate in youth programs exhibiting behavior issues; youth/parents may or may not disclose disabilities and ask for accommodations

Situation 3

Youth with physical/sensory/health disabilities want to participate in youth programs and ask for accommodations

Situation 2

Youth participate in youth programs exhibiting behavior issues; youth/parents may or may not disclose disabilities and ask for accommodations

Can you give me an example from your experience?

Positive Program Strategies

- Reframe your behavior perspective
- Be a role model
- Create a structured, predictable environment
- Positive program climate
- Use different learning styles

Situation 3

Youth with physical/sensory/health disabilities want to participate in youth programs and ask for accommodations

What are some examples?



Reasonable Accommoda tions

(Reasonable) Accommodations are modifications to policy, rules, or the physical environment that enables individuals to enjoy equal benefits of program, work or services.

They are not considered reasonable if they represent “undue burden” or fundamentally alter the program

Be an Ally

Transition youth to secondary education and/or workplace

- Teach advocacy skills
- Discuss disclosure “What to Whom”



Advocacy Resources

“The 411 on Disability Disclosure” workbook

<http://www.ncwd-youth.info/411-on-disability-disclosure>

National Collaborative on Workforce and
Disability/For Youth

<http://www.ncwd-youth.info/>

Job Accommodation Network

<http://askjan.org/>



Please use the Chat function...

References/ Resources

Partners for Youth with Disabilities

<https://www.pyd.org/>

Illuminating Differently Abled Awareness

<http://idaa.aem.cornell.edu/>

Building the Legacy: IDEA 2004

<http://idea.ed.gov/explore/home.html>

Information and Technical Assistance on the Americans
with Disabilities Act

<https://www.ada.gov/>

ADA National Network

<http://adata.org/>

NYS Resources

NYS Disability Services Council

<http://www.nysdsc.org/>

NYS Justice Center for the Protection of People with
Special Needs

<http://www.justicecenter.ny.gov/>

NYS Special Education

<http://www.p12.nysed.gov/specialed/>

YOUTH POWER!

<http://www.youthpowerny.org/>

Additional Resources

Office for People with Developmental Disabilities

<https://opwdd.ny.gov/>

Independent Living Centers Directory, NY

<http://www.ilru.org/projects/cil-net/cil-center-and-association-directory-results/NY>

Dutchess County ThinkDifferently

<http://www.co.dutchess.ny.us/CountyGov/27438.htm>



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