



The EO Bulletin



The Americans with Disabilities Act (ADA) was signed into law on July 26, 1990, prohibiting discrimination against people with disabilities. The ADA is a comprehensive civil rights law that guarantees individuals with disabilities equal opportunity/equal access to all areas of public life, including employment, public programs and services, civic participation and the enjoyment of goods and services available to the general public.

The ADA has 5 titles:

- Title I: Employment
- Title II: State and Local Government
- Title III: Public Accommodations and Commercial Facilities
- Title IV: Telecommunications
- Miscellaneous

Learn more about the different titles and enforcing agencies here: [ADA Fact Sheet](#)

Questions about Service Animals? Where can they go? Visit: [Service Animals](#) | [Beta.ADA.gov](#)

Did you Know?

- The law also protects people from discrimination based on their relationship with a person with a disability (even if they do not themselves have a disability). For example, it is illegal to discriminate against an employee because her husband has a disability.
- Alachua County has a population estimate of 279,238 as of July 1, 2021 (V2021), and persons with disabilities (under age 65 years 2016-2020) account for 8% of the population as reported by the U.S Census Bureau, approximately 22,300 people.
- According to the U.S. Equal Opportunity Commission, 36.1% (24,324) of claims filed in YR 2020 were disability-based charges.

Sponsored by:



DISABILITY AWARENESS VIRTUAL EVENT

**TUESDAY, JULY 26, 2022
10AM-12PM**

Join us for a panel discussion on employment:

- Challenges
- Resources
- Opportunities

for persons with disabilities

PARTICIPATING AGENCIES:



UF Disability Resource Center

REGISTER HERE

OR SCAN QR CODE



If you have a disability and need an accommodation in order to participate, please contact the Equal Opportunity Office at 352-374-5275 at least 2 business days prior to the event. TDD users, please call 711 (Florida Relay Service).

Celebrate. Learn. Share.

ADA32 ★ ★ ★ ★ ★
★ 1990 - 2022 ★
Americans with Disabilities Act

[Registration Link](#)

Equal Employment Opportunities for People with Disabilities

Title I Employment

Title I is designed to help people with disabilities access the same employment opportunities and benefits available to people without disabilities. Employers must provide reasonable accommodations to qualified applicants or employees. A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable an applicant or employee with a disability to participate in the application process or to perform essential job functions.



To learn more about disability discrimination in the workplace and reasonable accommodations on the job, see resource links below:

U.S. Equal Employment Opportunity Commission:

<https://www.eeoc.gov/disability-discrimination>

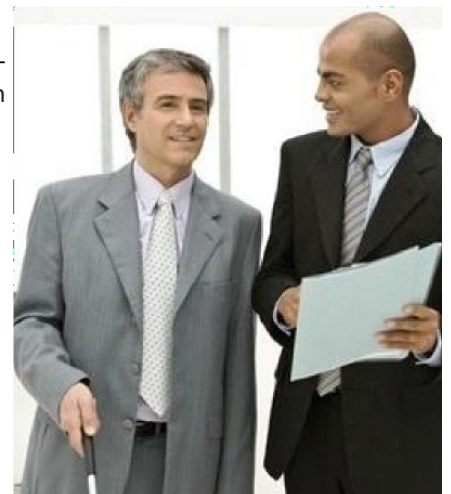
Job Accommodation Network: <https://askjan.org/>



In certain cases, the government offers tax incentives for hiring disabled persons. The Work Opportunity Tax Credit (WOTC) is available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment.

For small businesses, a Disabled Access Credit (DAC) is available. The DAC provides a non-refundable credit of up to \$5,000 for the purpose of providing access to persons with disabilities.

The hiring of persons with disabilities promotes diversity and inclusiveness in the workplace. By fostering a culture of diversity, employers benefit from varied perspectives on how to confront business challenges and achieve goals.



ADA Accommodations in Education

Article submitted by Jenna D. Gonzalez, Ed.S, Director
University of Florida Disability Resource Center

K12 Accommodations vs. Postsecondary Accommodations

A personal reflection of Self-Advocacy

Students with disabilities will have an extreme difference in how accommodations are administered when they exit the K-12 system and move into postsecondary institutions. The K-12 system is guided under the Individuals with Disabilities Education Act (IDEA). Students in postsecondary are under the Americans with Disabilities Act (ADA). These two laws have varying perspectives on accommodations. The following table represents a small snip of differences between the two laws.

IDEA	ADA
Specific Documentation is Required	Documentation is Not Always Required
Parents Play a Lead Role	Parents Only Have Access If Students Approve
Teachers Have Access to Diagnosis	Teachers Do Not Have Access to Diagnosis
Teachers are Provided with Accommodations through IEPs/504s	Accommodations are Provided to Instructors Through Accommodation Letters

The Disability Resource Center (DRC) at the University of Florida created the chart above to assist families and students when they meet with them as incoming students. Conversations always begin with families explaining all accommodations and paperwork they have from high school. There are even families that hesitate to register with the DRC because they feel their documentation is too old. All of these fears and hesitations stem from their interactions within the K-12 systems.

The University of Florida DRC is proud to serve over 5,500 Gators with disabilities. The DRC is a beacon for inclusion and accessibility on campus. Staff at the DRC meet with students daily to discuss academic and housing accommodations. They are trained to focus the conversation on the student testimony and discussion around barriers. Documentation is valuable to the conversation, but we need to listen to the student experience first and foremost. Even if students do not have documentation, we encourage them to come to the DRC and begin the process with the office. DRC staff will provide temporary accommodations and move them in the direction of being evaluated or get them to the office they need to assist them in the next steps.

Self-advocacy is a skill that is overlooked in the K-12 system. As a previous high school and middle school educator, I was witness to so many attempts to build self-advocacy, but it is difficult. Special Education teachers have to focus on paperwork, checking off boxes, and ensuring they are providing the resources to teachers.

The time is not spent on the skills students need to move onto postsecondary if that is the plan. Transition from high school to postsecondary is sometimes put on the back burner. Self-advocacy is a step within the transition plan. It has to be. Students are told where to go, sit, and stand for over 13 years of schooling. Then, they go off to college and are told nothing. They are expected to figure it all out and be perfect. Students with disabilities have another layer of transition that needs to be a focus.

By the time students come to postsecondary, they are expected to learn to advocate for their own needs. The University of Florida DRC will be there to support them, but they have to contact the office and their Accessibility Specialist if they need anything. There is not a check-in system. This is where self-advocacy becomes the focal point. Students will be trained by the Accessibility Specialist to send their own accommodation letters, how to speak with instructors, and provide academic coaching appointments. From there, students have to reach out and ask for the assistance they are seeking.

The K-12 systems and postsecondary institutions have to begin to work together for the success of transition for students with disabilities. No longer can they work in silos but together to ensure all students are receiving the proper transition that is needed. Students with disabilities enrolling in postsecondary are growing due to the growing numbers in the K-12 system. These growth in numbers are what we need to learn to come together for the benefit of the students.

Advocacy and Support Services

Disability Rights Florida <https://disabilityrightsflorida.org/>

Center for Independent Living, North Central FL <http://www.cilncf.org/>

Goodwill Industries of North FL <https://www.goodwillcfl.org/services/job-skills-programs/>

Vocational Rehabilitation <https://rehabworks.org//>

ABLE United <https://www.ableunited.com/>

Making Alachua County Programs, Services and Facilities Accessible

- [Public Notice Under the ADA](#) posted in County buildings and on the [Equal Opportunity](#) website.
- Information on how to request a Reasonable Accommodation in order to participate in a County program or service can be found in the *How Can We Help You?* tab on the County's main webpage and at the bottom of departmental webpages: [Alachua County](#)
- Notice regarding website accessibility is posted on County webpages:

Alachua County aims to continually improve the accessibility and usability of its website. If you are an individual with a disability and you experience difficulty or require assistance or accommodation in using our website, please contact the Alachua County ADA Coordinator at ADA@alachuacounty.us or call the Alachua County Equal Opportunity Office at 352-374-5275; TDD/TTY Users please call 711 Florida Relay Service. [View Alachua County's Website Accessibility Policy And Procedures](#)

- 711 Florida Relay Service advertised on County websites, press releases and meeting notices for TDD/TTY users contacting County offices. Learn more about 711 at: <https://www.ftri.org/relay>
- Televised meetings of the County Commission are Closed Captioned. The captions are displayed in the boardroom for in-person audience as well as the home viewer. The County Commission boardroom is also wired for amplified sound.
- Sign-Language Interpreters are provided upon request for client meetings, County events or public broadcasts during a declared emergency.
- County documents translated into Braille or alternate formats upon request.
- Citizens Disability Advisory Committee members assist Equal Opportunity staff in conducting ADA walk-through reviews of newly constructed or renovated County facilities to identify any potential access concerns.

For more information on the County's Disability Accessibility Program, please contact the Equal Opportunity Office at 352-374-5275 or aceo@alachuacounty.us