Playlist 4: Physical Access for Individuals with Disabilities

The purpose of this playlist is to provide guidance on the how to ensure physical access. Providing physical access means eliminating structural obstacles that prevent or block mobility or access. Physical access for individuals with disabilities is supported by offering accessible environments that benefit a wide range of individuals with and without disabilities. Physical accessibility also includes offering accommodations matched to a specific individual's functional requirements.

I.   Physical Accessibility and Accommodations

Documents and Web Pages

- *Accommodations*—This web page provides a definition and examples of accommodations. Links to more detailed information and examples are provided.
  https://www.dol.gov/odep/topics/Accommodations.htm

- *A Guide to Planning Accessible Meetings, Events & Conferences*—This resource offers practical guidance from a host of meeting planning professionals and subject-matter experts.
  http://www.adahospitality.org/accessible-meetings-events-conferences-guide/book

- *Guide to the ABA Standards*—This publication was developed by the U.S. Access Board, a federal agency that promotes equality for people with disabilities through leadership in accessible design and development of accessibility guidelines and standards for the built environment, transportation, communication, medical diagnostic equipment, and information technology. This guide provides detailed information on how to meet federal standards for physical accessibility.
  https://www.access-board.gov/guidelines-and-standards/buildings-and-sites/about-the-aba-standards/guide-to-the-aba-standards/single-file-version

- *How to Make Presentations Accessible to All*—This resource provides guidance on how to make presentations, talks, meetings and training accessible to everyone in your potential audience, including people with disabilities.
  http://www.w3.org/WAI/training/accessible

- *JAN's Searchable Online Accommodation Resource (SOAR) system*—This online search system is designed to let users explore various accommodation options for people with disabilities in work and educational settings. These accommodation ideas are meant to be a starting point and are not all inclusive.
  http://askjan.org/soar/

- *Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide*—The U.S. Department of Labor has developed this Reference Guide to assist American Job Centers by providing promising practices that correlate with specific nondiscrimination requirements in Section 188 of the Workforce Innovation and Opportunity Act (WIOA) and the current Section 188 regulations. Section 2 (pages 26–40) addresses equal opportunity guidelines, including those related to physical accessibility.
  http://www.dol.gov/oasam/programs/crc/Section188Guide.pdf

- *Section 4. Ensuring Access for People with Disabilities*—This web page from the Community Tool Box provides multimedia presentations and resources regarding community changes that help to

ensure that people with disabilities have physical access to buildings and other spaces that are used by the public, as well as changes to ensure their access to employment, services, education, functions of government, and full civic participation.
http://ctb.ku.edu/en/table-of-contents/implement/physical-social-environment/housing-accessibility-disabilities/main

- *Service Animals and Emotional Support Animals*—Individuals with disabilities may use service animals and emotional support animals for a variety of reasons. This guide provides an overview of how major federal civil rights laws govern the rights of a person requiring a service animal.
https://adata.org/publication/service-animals-booklet

- *Service Animals—Frequently Asked Questions about Service Animals and the ADA*—This publication provides guidance on the Americans with Disabilities Act's service animal provisions.
https://www.ada.gov/regs2010/service_animal_qa.html

II.   Universal Design

Documents and Web Pages

- *Best Practices in Universal Design: Strategies for Intake & Orientation*—This PowerPoint presentation describes universal design strategies to support job seekers during intake, orientation, and assessment at American Job Centers.
http://www.leadcenter.org/system/files/resource/downloadable_version/NAWDP_2014_Universal_Design.pdf

- *Equal Access: Universal Design of Physical Spaces: A Checklist for Designing Spaces that Are Welcoming, Accessible, and Usable*—The purpose of this checklist is to help educational programs to design spaces to ensure that anyone who visits the program can do so comfortably and efficiently.
http://www.washington.edu/doit/sites/default/files/atoms/files/EA_Spaces_06_08_12.pdf

- *Universal Design 101*—This web page provides a brief description of the seven principles of universal design with links to additional resources.
http://www.southwestada.org/html/publications/design/ud101.html

- *What Is the Difference Between Accessible, Usable, and Universal Design?*—This web page explains terms that describe similar though somewhat distinct design concepts. Accessible design, usable design, and universal design are all approaches that can result in products that are easier for everyone to use, including people with disabilities. These concepts apply to design of the built environment, customer services, and other products and environments, including information technologies such as hardware, software, multimedia, distance learning courses, websites, curriculum, and instruction.
http://www.washington.edu/doit/what-difference-between-accessible-usable-and-universal-design

Websites with Comprehensive Disability Information

ADA National Network—The ADA National Network provides information, guidance, and training on how to implement the Americans with Disabilities Act (ADA). Its services and resources are relevant across all sectors of society such as businesses, employers, state and local governments, architects, disability organizations, and individuals with disabilities whose rights are protected under the ADA.
https://adata.org/

Disability and Employment Community of Practice—This is an online learning destination for public workforce system staff and partners, job seekers, community-based organizations, grantees, and the business sector, who provide services and programs to people with disabilities and/or other challenges to employment.
https://disability.workforcegps.org/

Disability Employment Initiative (DEI) Grants—Since 2010, DEI grants have been awarded to state workforce agencies to support American Job Centers (AJCs) to improve and enhance career, training, and workforce services for individuals with disabilities. DEI has focused on partnerships and collaboration at the systemic level working across multiple programs and services at the state and local level, along with individual level partnerships through Integrated Resource Team strategies. DEI grants also have focused on Career Pathways as a central tenet of the grant project objective. This website shares extensive technical assistance information and resources on successful strategies for improving AJC and WIOA Title I services for individuals with disabilities.
https://dei.workforcegps.org/

Employer Assistance and Resource Network on Disability Inclusion (EARN)—Funded by the U.S. Department of Labor's Office of Disability Employment Policy, EARN is a comprehensive resource that helps employers tap into the benefits of disability inclusion.
http://www.askearn.org/

Innovation and Opportunity Network (ION) Community of Practice—ION is a community of practitioners, program staff, partners, planners, industry leaders, and stakeholders focused on system improvement, capacity building, and excellence in the public workforce system. ION is a national, regional, state, and local alliance that makes available the technical assistance, information sharing, and training needed to implement the vision of WIOA.
https://ion.workforcegps.org/sitecore/content/sites/WIOA/home

Job Accommodation Network (JAN)—This is a federally funded resource of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. JAN's consultants offer one-on-one guidance on workplace accommodations.
https://askjan.org/links/about.htm

LEAD Center—The LEAD Center focuses on promoting innovation in policy, employment, and economic advancement to advance individual and systems level change for all people with disabilities. It provides policy research and recommendations, training, and technical assistance as well as demonstration projects designed to foster wider understanding, adoption, and integration of next-generation employment practices in both the public and private sector.
http://www.leadcenter.org/

National Collaborative on Workforce and Disability (NCWD)—NCWD/Youth is a source for information about employment and youth with disabilities. The collaborative's partners—experts in disability, education, employment, and workforce development—strive to ensure that the site provides the highest quality, most relevant information available.
http://www.ncwd-youth.info/

Partnership on Employment and Accessible Technology (PEAT)—PEAT offers online resources as well as networking and collaboration opportunities to engage employers, information technology companies, and organizations interested in expanding the use of accessible technology in the workplace.
http://www.peatworks.org

U.S. Department of Labor, Disability Resources—This website provides information on the Department's offices that support the preparation and hiring of individuals with disabilities. It also links to specific employment-related topics. This site replaces Disability.gov.
https://www.dol.gov/general/topic/disability

U.S. Department of Labor, Office of Disability Employment Policy (ODEP)—ODEP offers a comprehensive website that links to its policy and technical assistance resources. The site is searchable by topic.
https://www.dol.gov/odep/

Workforce Innovation Technical Assistance Center (WINTAC)—This national center funded by the Department of Education's Rehabilitation Services Administration (RSA) provides technical assistance to state vocational rehabilitation agencies and related rehabilitation professionals to help them develop the skills and processes needed to meet the requirements of WIOA.
http://www.wintac.org/

About the Playlists

This playlist is one of a set of ten. The playlists cover the following topics:

- *Playlist 1: Guidance for WIOA Programs, Service Providers, and Practitioners Working with Individuals with Disabilities*
- *Playlist 2: Including Individuals with Disabilities in Outreach and Recruitment*
- *Playlist 3: Disability Etiquette—Effective Communication with Individuals with Disabilities*
- *Playlist 4: Physical Access for Individuals with Disabilities*
- *Playlist 5: Technology Access for Individuals with Disabilities*
- *Playlist 6: Employer Engagement Strategies to Recruit and Retain Individuals with Disabilities*
- *Playlist 7: Individuals with Disabilities—Partnerships to Support Education, Training, and Employment*
- *Playlist 8: Legislation Relevant to Individuals with Disabilities*
- *Playlist 9: Guidance for Employers and WIOA-Related Service Providers Working with Students with Disabilities*
- *Playlist 10: Guidance for Employers and WIOA-Related Service Providers Working with Veterans with Disabilities*

Who are these playlists for?

These playlists are intended for use by workforce development professionals, employers, rehabilitation services providers, adult educators, and other practitioners. Predominantly federally funded practical resources and tools are included. The complete set of playlists can be found at https://disability.workforcegps.org/resources/2017/02/15/22/14/The_Playlists_Disability_Resources_for_WIOA_Practitioners.

Disclaimer

This playlist contains resource materials that are provided for the user's convenience. The inclusion of these resource materials is not intended to reflect their importance, nor is it intended to endorse any views expressed or products or services offered. This playlist may contain hypertext links, contact addresses, and websites to information created and maintained by other public and private organizations, and the contractor does not guarantee the accuracy, relevance, timeliness, or completeness of any outside information. These playlists were developed under contract #ED-VAE-14-O-5014. The opinions expressed in any of these materials do not necessarily reflect the positions or policies of the U.S. Department of Education.