Aiyah, Didn’t Abide
Section 504/508/ADA(AA)

- **Section 504**: obligates state & local governments to ensure persons with disabilities **equal access** to any programs, services, or activities receiving federal financial assistance.

- **Section 508 of the Rehabilitation Act of 1973**:

- **American’s with Disabilities Act of 1990**: prohibits “public entities” (Title II) from discrimination against persons with disabilities. *(Under the DOJ)*

- **ADAAA (Amendments Act) of 2008**: broaden the **definition** of “disability” to cover more individuals (cancer, diabetes, etc.) Now, an impairment does not need to prevent or severely or significantly restrict a major life activity to be considered “substantially limiting.”
### In a nutshell

#### ADA to ADAA

<table>
<thead>
<tr>
<th>ADA of 1990</th>
<th>American’s with Disabilities Act Amendments Act of 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Required “recent” documentation. IEP’s were not accepted from the High Schools.</td>
<td>• Significantly impacted post-secondary education documentation requirements, now accept IEP, history, etc.</td>
</tr>
<tr>
<td>• Narrow definition of who is an individual with a disability.</td>
<td>• Provides a much broader definition of who is an individual with a disability.</td>
</tr>
<tr>
<td>• “major life activities” included breathing, caring for oneself, performing manual task, working, walking, learning, seeing, speaking, and hearing.</td>
<td>• “major life activities” includes, but is not limited to caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. Also, include major bodily functions, including but not limited to functions of the immune system; normal cell growth; digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.</td>
</tr>
</tbody>
</table>
ADA personnel on Campus

- **ADA Campus Coordinator:**
  - **Jorae Baptiste**
    Personnel Officer (Human Resource Office)
    808.245.8323  email: jorae@hawaii.edu

- **ADA Student Coordinator:**
  - **Sandy Magnussen**
    Counselor for Students with Disabilities
    808.245.8314  email: smagnuss@hawaii.edu
Must I include this in my syllabus?

- YES ☺️ YES ☺️ YES ☺️ YES ☺️

There is no one “right” wording for a syllabus statement & many exit if you Google it, but if the campus has decided on “one,” that is what should be included in ‘all’ campus syllabi.

Include the URL for accommodations for the Learning Management System (LMS) that you are utilizing.

- http://www.blackboard.com/Platforms/Learn/Resources/Accessibility.aspx
Why, ADA Wording on Advertisements

ADA Compliance:

**Kauai Community College requires** that **ALL events hosted on-campus** are in **full compliance** with the Americans with Disabilities Act as amended in 2008. **All events must be made accessible to all participants.** All descriptive materials, including advertisements, web pages, invitations, pre-recorded telephone announcements, etc. must contain an ADA “Request for Accommodations” statement.
YOU or YOUR division/program, as the event planner/organization hosting an event at Kauai Community College are required to support and provide accessibility related accommodations for the guests attending your event.

If you are working with non-UH campus/agency and co-hosting the event at Kauai Community College, YOU are responsibility for determining WHO will provide accessibility for the event. Usually, “WHO throws the party, pays for the party.” Jane Jarrow

**You must provide a “blurb” on disability accommodation needs for both.**
“If you require disability related accommodations for this event, please contact Kimo Young at ABC Company, 808.555.1212 or by email: kimo.young@abccompany.com a minimum of two weeks prior to the event so that we can accommodate your request.”

“If you need a disability-related accommodation or wheelchair access information, please contact ___(name or office), at ph: __, fax:__, or e-mail ___. Requests should be made by __________(date, at least two week in advance of the event).”
“If you need accommodations such as interpreters or materials in an alternative format, please contact Eric Knutzen at (808) 651-6300, knutzens@hawaii.edu by April 18, 2013.”

County flyers:
“Special accommodations, sign language interpreters and interpreters for non-English speaking persons are available upon request five days prior to the meeting/event. To request an accommodation, contact the Office of the Mayor @ 241-4900 or email at sblane@kauai.gov.”
Checklist for Accessible Events

- ______ Contact: Did you include an announcement about how to request a disability accommodation in materials printed/advertised?

- ______ Path of Travel: Is there a step-free route from the parking lot (disabled parking spaces) to the building entrance? Is this pathway clear of obstructions/barriers and suitable in all weather conditions (i.e., rainy/slippery)?

- ______ Entrances: Is the primary entrance wheelchair accessible? If not, see "Signage", below.

- ______ Signage: If the wheelchair accessible entrance is not the primary entrance, put a sign on the primary entrance saying where the accessible entrance is.

- ______ Restrooms: Be familiar with where the nearest wheelchair accessible restrooms are located.
Checklist (cont.) for Accessible Events

- Meeting Setup:
  - Rooms/Auditoriums: Are all meeting rooms wheelchair accessible (i.e., elevators available for upper levels)?

  - Chair Setup: When a room does not have fixed seats, keep in mind two principles for setting up wheelchair seating locations:
    - The number of chairs removed depends on the total seating (see table below); and
    - Wheelchair locations should be integrated with other seating areas. (thus, chairs removed should be interspersed - front, middle, back, sides of room, etc.)
## Checklist (cont.) for Accessible Events

<table>
<thead>
<tr>
<th>Total Seating Capacity</th>
<th>Required Number of Wheelchair Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-25</td>
<td>1</td>
</tr>
<tr>
<td>26-50</td>
<td>2</td>
</tr>
<tr>
<td>51-300</td>
<td>4</td>
</tr>
<tr>
<td>301-500</td>
<td>6</td>
</tr>
<tr>
<td>over 500</td>
<td>6, plus 1 additional space for each total seating capacity increase of 100</td>
</tr>
</tbody>
</table>
Checklist (cont.) for Accessible Events

- **Tables/Information:** Tables used for registration, interviewing, information display, or other services/goods should be between 28"-34" from the floor to the top of the table. If guests will be seated at the tables, knee space should be at least 27" from the floor to the bottom of the table.

- **Materials:** If overhead projections, easels, or dry erase boards will be used, it's helpful to provide everyone with the same information in hard copy format. In addition, some people with visual impairments require the size of type print to be enlarged; having a few copies on hand with 16-point type is helpful.
Checklist (cont.) for Accessible Events

- **Food & Beverages / Info Booths / etc.:** Keep the following measurements in mind if you will be providing food or drink, information, registration, use of machines/equipment, etc. at tables or booths:
  - Table height: 28"-34" from floor to top of table. If you must have some foods placed higher than 34", be sure that at least a portion of such foods are available at the lower level.
  - Aisles: At least 36" wide for maneuverability, and up to 44" wide if goods/services are available on both sides of an aisle.
  - Knee space: 27" from floor to bottom of table, if guests will be using tables for eating, writing, interviewing, receiving services, etc.
  - Cables: Covers should be used over electrical cables or cords that must cross over aisles or pathways. Cable covers should be no more than 1/2" thick in order for wheelchairs to traverse across them.
“Accommodation Notification Form”

- Form alerts you that this student is “registered” with the Disability counselor and the accommodations are reasonable and appropriate.

- Providing accommodations without this form puts you and the campus at risk.

- If you have questions about “student” accommodations, feel free to contact me at 245-8314 or email: smagnuss@hawaii.edu.
“Accommodation Notification Form”

“this student has requested and qualifies for the academic accommodations initialed below. These accommodations are legally appropriate and substantiated by verification documents on file in the Disability Services office.”
KauCC Fall 2013 (65+/-) SWD

- Developmental Delayed
- TBI
- Dyslexia
- ADHD/ADD
- Asperger
- Blind/Low Vision
- Deaf/Hard of Hearing
- Psychological & Multi Diagnosis
- Muti Diagnosis w/o psychosis
- Learning Disability
- Orthopedic/Medical

0 5 10 15 20
Web Accessibility... Section 508 of the ADAAA

“Requires that any electronic and information technology (EIT) procured, developed, used or maintained by Federal agencies must be accessible to employees and members of the public with disabilities, unless an undue burden would be imposed on the agency...

Department of Health: Disability and Communication Access Board

For another time, Recent settled suit...Louisiana Tech  7/12/13

- http://www.ada.gov/louisiana-tech.htm

- * Inaccessible course material for blind student using an online learning product. (MyOMLab)
  http://www.myomlab.com/

- “The Power of Practice: MyOMLab is a powerful online homework and assessment tool designed to help students practice operations management problems and improve their understanding of course concepts, and to give their instructors feedback on their performance. This online product lets professors assign homework that is automatically graded, but also serves as a valuable tutorial experience for students.” by Pearson Education Inc.
So, what to do?

- Suggest that any purchase of technology goes through a screening process.

- Need for an Web Accessibility Campus Committee or similar.

- Look at other Universities: You don’t need to recreate the wheel.
  
  - University of Hawaii: [www.hawaii.edu/talent/webaccessibility.htm](http://www.hawaii.edu/talent/webaccessibility.htm)
  
  - George Mason University: [webaccessibility.gmu.edu](http://webaccessibility.gmu.edu)
    - Faculty Help: [webaccessibility.gmu.edu/faculty.html](http://webaccessibility.gmu.edu/faculty.html)
Acknowledgement to:

- George Mason University
  - www.gmu.edu

- Stanford University
  - www.stanford.edu

- University of Massachusetts – Boston
  - www.umb.edu