



Are your Educational Efforts Accessible?

EPA Region 4 Radon Stakeholder's Meeting

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Americans with Disabilities Act (ADA)

- People with Disabilities have a long history of advocating for equal opportunities
- In 1990, the ADA became the first federal law to fully protect the rights of people with disabilities
 - Among other areas such as employment and telecommunications, the ADA prohibits discrimination for people with disabilities in all areas of public life (Title II and III)

Source: <https://www.ada.gov/law-and-regs/regulations/title-ii-2010-regulations/>

What is an accommodation?

An accommodation is any modification in your program, service, or activity or in your policies or procedures that allows a person with a disability to participate equally.



The Disability Community

- Part of Diversity, Equity, Inclusion and Belonging
 - Disability is the largest minority group*
- Part of every demographic group
- Face many health inequities
 - Deaf people who use ASL are 97% times more likely to visit the Emergency Room

Source: US Dept of Labor, United Nations, NIH

What is American Sign Language?

- ASL is a complete, natural language with its own grammar and syntax.
- ASL is a language that uses the hands, face, and is received through vision or touch.
- ASL is NOT:
 - English made in signs/gestures
 - Broken English
 - Bad English
 - ENGLISH



The ADA and Effective Communication

- People with disabilities have the same right to information and non-disabled people
- Occurs when both the sender and recipient can share knowledge, thoughts or needs and understand the information being relayed back to them.



Why Offer ASL Translation?

- English and ASL are not the same language.
- Everyone has the right to access information in their first language.
- People who are Deaf that rely on ASL are 97% times more likely to use the Emergency Room

Tips to Consider:

- How would someone contact you to request an accommodation? Did you include a phone number and an email address?
- How many ways can someone complete this activity or request this service?
- Is this accessible? If not, what is your plan for giving an individual with a disability the same service or experience?
- Does this [program, service, educational material, etc.] account for people with varying communication or mobility needs?

What You Can Do:

- Recognize that a one size fits all approach for accessibility is not the answer
- Offer choices
- Use plain, uncomplicated language
- Encourage and accept feedback
- Provide the accommodation when appropriate and/or requested
- Be willing to change or postpone plans so everyone can participate

What to provide:

- Recognize that even when providing a certain accommodation, others may be requested.
- All forms of accessibility – captions, transcripts for screen readers, interpreting services will all send a power message of acceptance and respect for diversity.





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