Emergency Preparedness & Employees with Disabilities

Presented by:
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Learning Outcomes

• Inclusive safety and culture
• Gain comfort and competence
• Challenge assumptions/perceptions
• Disability does not define a person. Do not ask about disability/condition*  

*(adults)*
Ground Rules

1. Vegas training (safe room)

2. I’m funny

3. Your input is wanted and needed*

* Your questions/comments will enrich this training.
  Please speak even if it feels awkward
Brief Timeline of Disability History

Discard  ➔  Patronize  ➔  Recognize as People
Close Your Eyes...
Emergency Preparedness: Creating Comprehensive, Inclusive Plans

1. Problem
   - Obvious vs. Hidden
   - Disclosure
   - Privacy vs. Safety

2. Context
   - Historical
   - Situational

3. Solutions
Emergency Preparedness

Goal

- Comprehensive emergency preparedness plan that accounts for every employee and contingency

Obstacles

- Lack of information, lack of disclosure
  - Privacy laws
  - Stigma
  - Fear/lack of trust
Contingencies & Inclusivity

• Emergent Situations
  – Shelter in place procedures
  – Supplies
  – Warning systems
  – Evacuation plans
    • Redundant buddy system
    • Supplies

• First aid, medical emergency
  – Supplies
  – Planning ahead
**Context: Americans with Disabilities Act (ADA)**

- Signed into law 1990 (27 years)
- Comprehensive civil rights legislation prohibiting discrimination
  - Employment
  - School
  - Transportation
  - All places open to the public
ADA Defines Disability

1. Physical or mental impairment that substantially limits one or more major life activity, or

2. Record of such impairment, or

3. Regarded as having such impairment.
## Major Life Activity

The ADA identifies two categories of major life activity – general and bodily functions. Examples:

<table>
<thead>
<tr>
<th>General Functions</th>
<th>Bodily Functions</th>
</tr>
</thead>
<tbody>
<tr>
<td>➢ Caring for oneself</td>
<td>➢ Functions of the immune system</td>
</tr>
<tr>
<td>➢ Performing manual tasks</td>
<td>➢ Normal cell growth</td>
</tr>
<tr>
<td>➢ Seeing</td>
<td>➢ The following bodily functions:</td>
</tr>
<tr>
<td>➢ Hearing</td>
<td>➢ Digestive</td>
</tr>
<tr>
<td>➢ Eating</td>
<td>➢ Bowel</td>
</tr>
<tr>
<td>➢ Sleeping</td>
<td>➢ Bladder</td>
</tr>
<tr>
<td>➢ Walking</td>
<td>➢ Neurological</td>
</tr>
<tr>
<td>➢ Standing</td>
<td>➢ Brain</td>
</tr>
<tr>
<td>➢ Lifting</td>
<td>➢ Respiratory</td>
</tr>
<tr>
<td>➢ Bending</td>
<td>➢ Circulatory</td>
</tr>
<tr>
<td>➢ Speaking</td>
<td>➢ Endocrine</td>
</tr>
<tr>
<td>➢ Breathing</td>
<td>➢ Reproductive</td>
</tr>
<tr>
<td>➢ Learning</td>
<td></td>
</tr>
<tr>
<td>➢ Reading</td>
<td></td>
</tr>
<tr>
<td>➢ Concentrating</td>
<td></td>
</tr>
<tr>
<td>➢ Thinking</td>
<td></td>
</tr>
<tr>
<td>➢ Communicating</td>
<td></td>
</tr>
<tr>
<td>➢ Working</td>
<td></td>
</tr>
</tbody>
</table>
Disability and Employment

Population
- 19% in the U.S., or nearly one in five people
- 21% worldwide

Employment Rate
- 34% working age PWD employed - 2014 census

Barriers to Employment
- Unconscious/conscious bias; fear, etc.
- However: (a) culture is changing; (b) we may not have accurate numbers.

Barriers to Self-Disclosure
- Example: at OHSU, 3 in 100 employees
Obvious Disabilities

Of 3.06 million surveyed in 2014:

- **Hearing** - 3.6%
  - Deaf or has serious difficulty hearing

- **Visual** - 2.3%
  - Blind or has serious difficulty seeing even with glasses

- **Cognitive** - 5.1%
  - Serious difficulty concentrating, remembering, or making decisions due to a physical, mental or emotional condition

- **Ambulatory** - 7.1%
  - Serious difficulty walking or climbing stairs

- **Self-Care** - 2.7%
  - Difficulty dressing or bathing

- **Independent Living** - 5.6%
  - Difficulty doing errands alone due to a physical, mental or emotional condition

Disabilities – *roughly one in five people*

not every disability is visible
Obvious vs. Hidden Disability

Obvious Disability Examples:
- Mobility impairment
- Blindness
- Bending difficulties
- Standing difficulties

Hidden Disability Examples:
- Anxiety, PTSD
- Hearing loss
- Cancer
- Chronic illness/pain
Occupational Health and Safety Models

Traditional model

Traditional occupational health and safety programs focus primarily on keeping workers safe from workplace hazards such as injury risks and harmful exposures. More narrow focus.

New model: Total Worker Health

Total Worker Health is a program launched by the National Institute for Occupational Safety and Health (NIOSH) in 2011 that expands the scope of risk factors to include social, financial and other environmental factors on employee well-being. NIOSH identifies a comprehensive list of relevant issues.

Something is still missing…

-SOURCE: http://www.cdc.gov/niosh/twh/totalhealth.html
Issues Relevant to Advancing Worker Well-being Through Total Worker Health®

Control of Hazards and Exposures
- Chemicals
- Physical Agents
- Biological Agents
- Psychosocial Factors
- Human Factors
- Risk Assessment and Risk Management

Organization of Work
- Fatigue and Stress Prevention
- Work Intensification Prevention
- Safe Staffing
- Overtime Management
- Healthier Shift Work
- Reduction of Risks from Long Work Hours
- Flexible Work Arrangements
- Adequate Meal and Rest Breaks

Built Environment Supports
- Healthy Air Quality
- Access to Healthy, Affordable Food Options
- Safe and Clean Restroom Facilities
- Safe, Clean and Equipped Eating Facilities
- Safe Access to the Workplace
- Environments Designed to Accommodate Worker Diversity

Leadership
- Shared Commitment to Safety, Health, and Well-Being
- Supportive Managers, Supervisors, and Executives
- Responsible Business Decision-Making
- Meaningful Work and Engagement
- Worker Recognition and Respect

Compensation and Benefits
- Adequate Wages and Prevention of Wage Theft
- Equitable Performance Appraisals and Promotion
- Work-Life Programs
- Paid Time Off (Sick, Vacation, Caregiving)
- Disability Insurance (Short- & Long-Term)
- Workers' Compensation Benefits
- Affordable, Comprehensive Healthcare and Life Insurance
- Prevention of Cost Shifting between Payers (Workers' Compensation, Health Insurance)
- Retirement Planning and Benefits
- Chronic Disease Prevention and Disease Management
- Access to Confidential, Quality Healthcare Services
- Career and Skills Development

Changing Workforce Demographics
- Multigenerational and Diverse Workforce
- Aging Workforce and Older Workers
- Vulnerable Worker Populations
- Workers with Disabilities
- Occupational Health Disparities
- Increasing Number of Small Employers
- Global and Multinational Workforce

Policy Issues
- Health Information Privacy
- Reasonable Accommodations
- Return-to-Work
- Equal Employment Opportunity
- Family and Medical Leave
- Elimination of Bullying, Violence, Harassment, and Discrimination
- Prevention of Stressful Job Monitoring Practices
- Worker-Centered Organizational Policies
- Promoting Productive Aging

New Employment Patterns
- Contracting and Subcontracting
- Precarious and Contingent Employment
- Multi-Employer Worksites
- Organizational Restructuring, Downsizing and Mergers
- Financial and Job Security

Community Supports
- Healthy Community Design
- Safe, Healthy and Affordable Housing Options
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free Policies)
- Access to Safe Green Spaces and Non-Motorized Pathways
- Access to Affordable, Quality Healthcare and Well-Being Resources

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To Recap…

• Inclusive emergency preparedness plan needed.
• Roughly 1 in 5 people have a disability.
• Unknown number on any given team.
• Lack of needed information for safety planning.
• Current occupational health & safety models missing many PWD.

So… How do you gather the needed data for your comprehensive plan?
Privacy vs. Safety

Privacy
- Law
- Employer can’t ask
- PHI

Safety
- Disclosure
Start on the First Day

Typical Orientation:

- Entry
- Facilities
- Workspace
- Introductions

Add:

- Location of emergency plan guide, first aid/safety materials & supplies
- Emergency exits
Safety vs. Privacy

Safety
- Requires disclosure
- Trust
- Culture

Privacy
- Law
Person with an Obvious Disability
Creating a Safety Plan - PWOD

- Have a plan in place
- Buddy(s) system
  - Evacuation device
- Inclusive alarms
  - Flashing
  - Audible
  - Vibration
- Safe rooms
- Refuge areas
Person with a Hidden Disability
Scenarios

1. New hire with respiratory issues.
2. Person who is deaf; no visual flashers.
3. Person with PTSD
4. Audience examples?
Creating a Safety Plan - PWHD

- Have a plan in place
- Culture of trust
  - including safety
  - begins on day one
- Buddy(s) system
- Inclusive alarms
- Staff meetings
- Practice/drills
- Safe rooms
- Refuge areas
Debrief

- From day one: culture of trust, emphasizing safety for all.
- Equal consideration given to safe exit as safe access.
- Prioritize evacuation plans, include redundant responsibilities.
- Easily accessible plan in multiple formats. Everyone knows where it is.
- Safety is reinforced consistently:
  - staff meetings
  - office memos
  - projects
  - trainings
Questions?
Thank You.

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