

ADA in Employment Resource List and Guide

The organizations listed below have varied experience with disabilities issues in employment. Some of them can provide training and referrals on most topics related to employment of people with disabilities. We encourage ADA coordinators to familiarize themselves with these organizations and learn more about what resources they are able to provide.

1. Northwest ADA Center

(800) 949-4232

www.dbtacnorthwest.org

The Northwest ADA Center is funded by the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), and is part of the [ADA National Network](#). The ADA National Network Centers are a national platform of ten centers comprised of ADA professionals and experts charged with assisting businesses, state and local governments, and people with disabilities as they manage the process of changing our culture to be user friendly to disability and the effect the variety of health conditions can have on society. The Northwest ADA Center is a part of the [Department of Rehabilitation Medicine](#) at the University of Washington, and collaborates with the [Center for Technology and Disability Studies](#), a program within the Center for Human Development and Disability. Find other regional DBTACs at www.adata.org or by calling 1-800-949-4232 (voice/TTY).

2. Oregon Disabilities Commission (ODC)

1-800-282-8096 (TTY)

OregonDisabilities.Commission@state.or.us

<https://www.oregon.gov/DHS/SENIORS-DISABILITIES/ADVISORY/ODC/>

Initially formed in 1983 and re-formed in 2005 after a brief hiatus, the Oregon Disabilities Commission (ODC) is a Governor-appointed commission housed in the Department of Human Services. The commission is composed of 15 members broadly representative of major public and private agencies who are experienced in or have demonstrated particular interest in the needs of individuals with disabilities. A majority of the members are individuals with disabilities. The ODC acts as a coordinating link between and among public and private organizations serving individuals with disabilities.

3. Office of Vocational Rehabilitation Services (OVRS)

Administration: (503) 945-5880 (Voice)

www.oregon.gov/DHS/vr/

DHS Vocational Rehabilitation (VR) assists individuals with disabilities to get and keep a job that matches their skills, interests and abilities. VR staff work in partnership with the community and businesses to provide services that are individualized to help each eligible person receive services that are essential to their employment success. VR Staffing Solutions provides pre-screened, ready-to-work applicants with a wide range of skills and abilities from around the state.

4. IBM Accessibility Center

www.ibm.com/able

News and information on accessibility, products, and other topics.

5. National Organization on Disability

646-505-1191

www.nod.org

The National Organization on Disability (NOD) is a private, non-profit organization that promotes the full participation and contributions of America's 57 million people with disabilities in all aspects of life. The National Organization on Disability focuses on increasing employment opportunities for the 80-percent of working-age Americans with disabilities who are not employed. To achieve this goal, NOD works with leading employers and partners with educational and philanthropic institutions to pilot innovative approaches to disability inclusion, then scales these up into initiatives with even broader impact.

6. Office of Disability Employment Policy (ODEP)

1-866-633-7365 (voice)

www.dol.gov/odep

ODEP is an agency within the U.S. Department of Labor that provides national leadership to increase employment opportunities for adults and youths with disabilities while striving to eliminate barriers to employment. ODEP provides policy analysis, technical assistance, development of innovative practices and strategies, and education and outreach to employers, employees, and the disability community. Related to these efforts, ODEP also conducts a variety of employment-related programs and initiatives.

7. Aging & Disability Resource Connection

1-855-673-2372

<https://www.adrcoforegon.org>

ADRC.WebMessages@state.or.us

Databank of Oregon human service agencies and organizations organized by county.

8. Oregon Deaf and Hard of Hearing Services

<https://www.oregon.gov/DHS/SENIORS-DISABILITIES/SPPD/Pages/ODHHS.aspx>

Oregon Deaf and Hard of Hearing Services (ODHHS) is a resource for all Oregonians, to improve quality of life for Deaf and Hard of Hearing people and their families. ODHHS staff are working to make state services and programs welcoming and accessible to Deaf and hard of hearing Oregonians and their families. We are engaged in ongoing training to improve your experience if you are seeking services or are a public employee working with an agency and appreciate hearing from you if you encounter barriers. We offer advice and referrals to resources, tools, and information.

Email: odhhs.info@state.or.us

Phone: 503-947-5183

9. Society of Human Resource Management (SHRM)

www.shrm.org/

The SHRM web site provides information about many areas of Human Resources, including disabilities.

10. U.S. Department of Labor (DOL)

866-4-USA-DOL (866-487-2365)

www.dol.gov and www.dol.gov/dol/audience/aud-employers.htm (U.S. DOL employer's home page)

The Department of Labor (DOL) fosters and promotes the welfare of the job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, helping employers find workers, strengthening free collective bargaining, and tracking changes in employment, prices, and other national economic measurements. In carrying out this mission, the Department administers a variety of

Federal labor laws including those that guarantee workers' rights to safe and healthful working conditions; a minimum hourly wage and overtime pay; freedom from employment discrimination; unemployment insurance; and other income support.. The ODL Office of Disability Employment (see ODEP) provides information specific to employing people with disabilities.

11. Oregon Bureau of Labor and Industries (BOLI)

971-673-0761

<https://www.oregon.gov/BOLI/Pages/index.aspx>

BOLI enforces state laws that prohibit discrimination in employment, housing, and public accommodations; protect workers and children in the workplace; guarantee most Oregon workers job-protected leave when their children are born or a family member is seriously ill; and govern registered apprenticeship programs. The mission of the Bureau of Labor and Industries is to protect employment rights, advance employment opportunities, and protect access to housing and public accommodations free from discrimination.

12. U.S. Department of Justice (DOJ)

800-514-0301 (voice); 800-514-0383 (TTY)

www.ada.gov

The ADA home page on the DOL web site details the history and current status of the ADA. Employers can call the toll-free ADA information line to obtain answers to general and technical questions about the ADA and to order technical assistance materials.

13. U.S. Equal Employment Opportunity Commission (EEOC)

800-669-4000 (voice), 800-669-6820 (TTY)

www.eeoc.gov

The EEOC coordinates all federal equal employment opportunity regulations, practices, and policies. The EEOC small business web site provides answers to common questions that employers encounter regarding compliance with antidiscrimination laws and dealings with the EEOC.

15. U.S. EEOC Online ADA Handbook

<https://www.eeoc.gov/eeoc/publications/adahandbook.cfm>

The Americans with Disabilities Act: A Primer for Small Business is available for viewing at this web site. Accessibility & workplace accommodation resources

16. Access Technologies, Inc.

800-677-7512 (toll free voice and TTY),

503-361-1201 (voice and TTY)

<https://www.accesstechnologiesinc.org/>

Access Technologies, Inc. (ATI) is a nonprofit organization specializing in ergonomic assessments, assistive technology, and technology training services. ATI provides evaluations of need in the workplace and helps create solutions using assistive technologies. ATI has an equipment lending library so an accommodation can be tested to assure it is correct before purchase.

17. Job Accommodation Network (JAN)

(800) 526-7234 (voice)

(877) 781-9403 (TTY)

<https://askjan.org/>

JAN is a toll-free comprehensive information and referral service on job accommodation products and techniques. At the JAN web site, there are multiple accommodation ideas for 40 specific disabilities. JAN provides advice by phone about individualized work site accommodations.

19. Oregon Relay Services

<https://www.oregonrelay.com/>

Dial 711 (voice or TTY)

Oregon Relay is a free service that provides full telephone accessibility to people who are deaf, hard-of-hearing, deaf-blind, and speech-disabled. This service allows text-telephone (TTY) users to communicate with standard telephone users through specially trained relay operators.

Calls can be made anywhere in the world, 24 hours a day, 365 days a year with no restrictions on the number, length, or type of calls. All calls are strictly confidential and no records of any conversations are maintained. Anyone who wishes to use Oregon Relay simply dials the toll-free relay number to connect with a relay operator. The relay operator will dial the requested number and relay the conversation between the two callers.

A neat feature about Oregon Relay is 711. It is an easy number to remember for dialing relay services. Oregon Relay service, provided by Oregon telephone companies through a contract with Sprint, is used to assist communications between people who use text telephones (TTYs) and people who use voice telephones. Specially trained operators facilitate communications between the two callers. Each call is handled in strict confidence.

20. Web Accessibility in Mind

www.webaim.org/

Techniques and concepts for web site accessibility.

21. Workers' Compensation Reemployment Assistance Unit

800-445-3948

www.oregonwcd.org

The Oregon Department of Consumer & Business Services, Workers' Compensation Division (WCD), Reemployment Assistance Unit provides work site modification assistance for employers to help returning injured workers through the Preferred Worker Program and the Employer-at-Injury Program. Call 800-445-3948 to obtain a free copy of the work site digest, which provides several examples of work site modifications.

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Training resources

1. Northwest ADA Center

(800) 949-4232 (voice)

VP: 425-233-8913

Relay: 7-1-1

Video Phone (ASL): 425-233-8913

<http://nwadacenter.org/>

The Northwest Americans with Disabilities Act Center (ADA Center) is one of 10 federally funded centers that provide training, technical assistance, and information on the ADA. The ADA Center offers a wide range of training and technical assistance for employers.

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On-line training resources

2. ADA Basic Building Blocks: An online course about the ADA

www.adabasics.org

The Disability & Business Technical Assistance Centers (DBTAC) offer free the “ADA Basic Building Blocks: An Online Course about the ADA.” This introductory web course on the Americans with Disabilities Act (ADA) explores the legal requirements and spirit of the ADA. The self-paced course is organized into 12 topics.

3. American Sign Language Lessons

www.lifeprint.com/asl101/index.htm

The ASL University offers a series of self-paced online American Sign Language (ASL) lessons on the Internet. Lessons cover aspects of deaf culture, ASL grammar, and vocabulary.

4. Disability Customer Service Training

www.wiawebcourse.org

This on-line, self-paced course was developed for the staff of One Stop Centers, but can be adapted for customer service training in other sectors. Registration is free, and the course can be taken, complete or in part, at any time.

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Disabilities resources

1. American Association of People with Disabilities (AAPD)

<https://www.aapd.com>

AAPD is a nonprofit cross-disability member organization that sponsors the National Disability Mentoring Day.

www.dmd-aapd.org

The AAPD web site dedicated to the National Disability Mentoring Day provides information about developing job-shadowing programs and finding local mentoring resources.

2. Epilepsy Foundation of Oregon

888-828-7651

503-228-7651

www.Epilepsynw.org

The Epilepsy Foundation provides training and consultation to employers in Oregon and Southwest Washington including Seizure First Aid information; workplace considerations; common low-cost, reasonable accommodations; and answers to employer questions.

3. Oregon Community Resource Directory

www.workforcepartnersinoregon.org

The databank of Oregon human service agencies and organizations organized by county.

4. Oregon Disabilities Commission (ODC)

Toll-free/TTY: 1-800-282-8096

<https://www.oregon.gov/dhs/seniors-disabilities/advisory/odc/pages/index.aspx>

The Oregon Disability Commission provides information, referrals, and programs for Oregonians with disabilities and employers interested in disability issues. ODC provides information and referral about disability service organizations throughout the state.

5. Recruiting & employment resources

Employer Assistance and Resource Network (EARN)

www.askearn.org

The Employer Assistance and Resource Network (EARN) is a free nationwide referral and technical assistance service for employers. EARN connects employers to employment service providers and disability-staffing agencies that have direct access to job-ready individuals with disabilities. EARN also provides technical assistance to employers in locating appropriate organizations and information as they seek to hire qualified candidates with disabilities.

6. Northwest ADA Center

(800) 949-4232 (voice)

VP: 425-233-8913

Relay: 7-1-1

Video Phone (ASL): 425-233-8913

<http://nwadacenter.org/>

The Northwest Americans with Disabilities Act Center can provide information and technical assistance in developing appropriate hiring practices and policies that comply with disability and employment laws.

7. Office of Vocational Rehabilitation Services (OVR)

Administration: 877-277-0513 (Toll Free),

<https://www.oregon.gov/DHS/vr/>

The Oregon Office of Vocational Rehabilitation Services (ORVS or VR) is a program within the Department of Human Services. Its mission is to assist Oregonians with

disabilities to achieve and maintain employment and independence. ORVS assists employers in recruiting, hiring, and retaining workers with disabilities. See the “Vocational Rehabilitation” section of the FlexAbility Toolkit for a list of local VR offices.

One Stop Centers (see Worksource Oregon)

1. Work Support

www.worksupport.com

Provides information, resources, and research about work and disability issues.

2. Worksource Oregon and One Stop Centers

www.WorksourceOregon.org

Worksource Oregon provides several employer services through local One Stop Centers and may provide assistance with hiring individuals with disabilities. One Stop Career Centers are located throughout Oregon and in communities nationwide. One Stops consist of several agencies working together to offer an assortment of career development and job search services as well as job postings that can be used by anyone, including people with disabilities. Several Oregon One Stops have a disability navigator to help guide applicants toward disability-friendly businesses.