

# Disability Accommodations

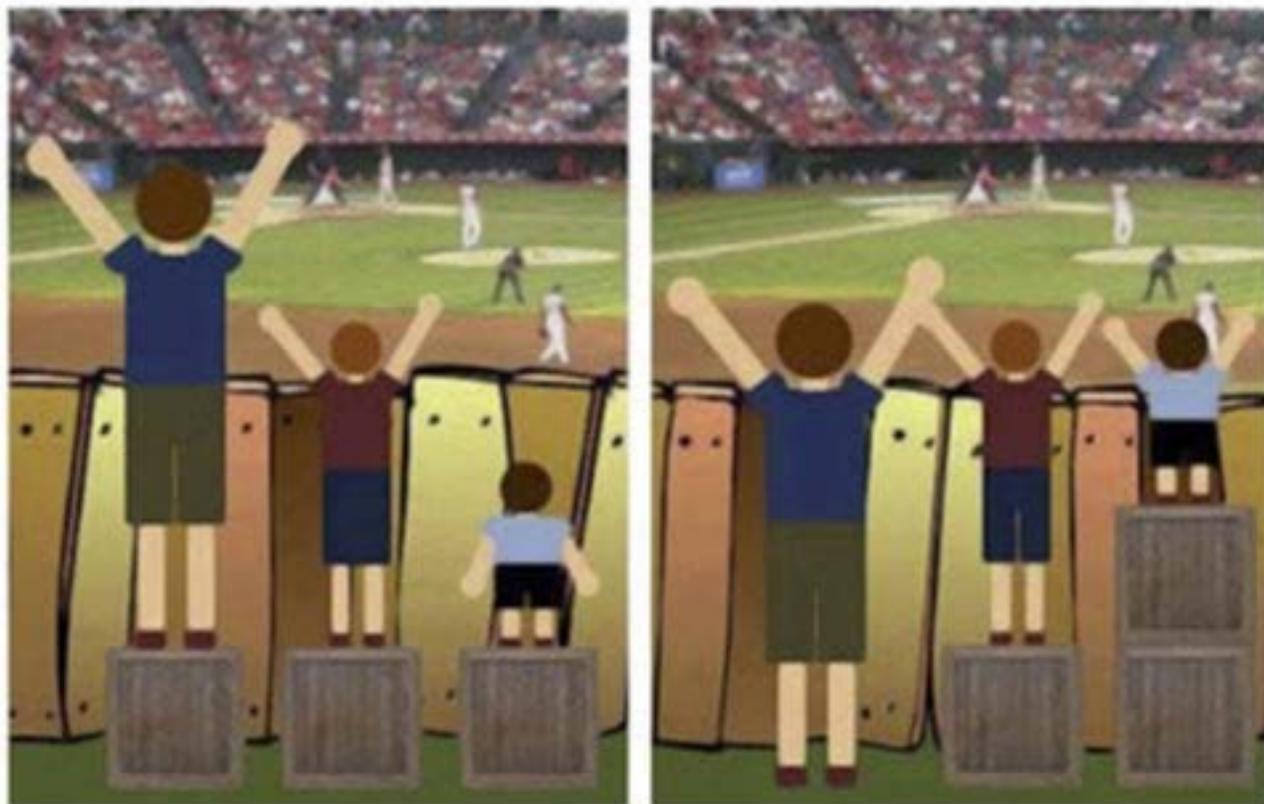
The Intentional Process of Equitable Programming

*November 4, 2019*

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# EQUALITY vs. EQUITY



Equality = Sameness

GIVING EVERYONE THE SAME  
THING → It only works if  
everyone starts from the same  
place

Equity = Fairness

ACCESS TO THE SAME  
OPPORTUNITIES → We  
must first ensure equity before we  
can enjoy equality

Equity image credit: Please note, this image was adapted from an image adapted by the City of Portland, Oregon, Office of Equity and Human Rights from the original graphic: <http://indianfunnypicture.com/img/2013/01/Equality-Doesnt-Means-Justice-Facebook-Pics.jpg>

# Defining Reasonable Accommodations

The Americans with Disabilities Act requires that persons with disabilities be provided “reasonable” accommodations and prohibits discrimination against persons with disabilities.

Accommodations are generally considered reasonable if they do not change the fundamental nature of the program or alter the essential criteria for participation. Accommodations that meet these standards should typically be provided.

**Reasonable accommodations are determined through an interactive process between the community member, State 4-H Office, and K-State Human Capital Services.**

# Examples of Accommodations

Examples of possible accommodations include, but are not limited to: modifications to rules and policies, elimination of architectural barriers, providing interpreters, modifying equipment, etc.

# What is considered a disability?

1. Mental Health Diagnosis
2. Physical Limitations
3. Visual Impairments
4. Deaf and Hard of Hearing
5. Intellectual/Developmental Disability
6. Temporary Disability
7. Other Medical Condition

# THE PROCESS OF DISABILITY ACCOMODATIONS

1. Community member, volunteer, program participant, youth or family member communicates that accommodations are needed for an event to be accessible (Equitable programming)
2. Extension professional contacts 4-H State Office
3. Formalized interactive process is launched between the 4-H State Office, K-State Human Capital Services, and individual requesting accommodations
4. 4-H State Office contacts individual to schedule an “intake” that lasts between 30 minutes and one hour.
5. Intake consists of better understanding and formalizing the disability accommodations request and articulating what the Extension event entails to determine accessibility needs
6. Individual fills out Consent of Release of Information and a medical professional fills out a medical form and sends directly to HCS
7. 4-H State Office consults with K-State Human Capital Services
8. Individual and Extension professional are contacted with the determination of the disability accommodations request

# THE PROCESS OF DISABILITY ACCOMODATIONS

Please note that regardless of the KSRE program or event, disability accommodations are coordinated through the Department of 4-H Youth Development.

# Funding for accommodations

Most reasonable accommodations do not require substantial funding support. However, since it is the responsibility of K-State Research and Extension to provide accessible programs and services, accessibility requirements and funding streams should be considered when offering county, district, and statewide KSRE events.

Even though it is the responsibility of the local unit to provide funding for reasonable accommodation for an individual participating in a KSRE program or event, K-State Research and Extension Administration and the Department of 4-H Youth Development work with local units collaboratively to ensure that KSRE programs and services are open to all community members.

# Extension professionals should remember...

- Failure of the individual to request an accommodation in advance should not typically result in a refusal to provide the accommodations.
- They typically do not have to alter the fundamental nature of a program or essential criteria for participation.
- That participants with a disability will typically be judged by the same criteria as other participants.
- That functional limitations with or without reasonable accommodations should not pose a direct threat to a person with a disability or others.
- That a direct safety threat means significant risk of substantial harm.
- They must consider whether a direct threat can be eliminated or reduced below the level of a “direct safety threat” by providing a reasonable accommodation.

# Emergency

*In case of emergency, please contact 911 or go to the nearest emergency room.*