



The Compass

Disability News YOU Can USE

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ACCESS FOR ALL

Movement comes easily to most of us. We can bend, squat, or reach to get most of the things we want. Occasionally, you may experience the frustration of what you want being just out of your reach. It may be at the grocery store when you can't reach that item sitting on the back of the top shelf. Other possibilities include the time you or a family member broke an ankle and had to use crutches to get around for awhile. While inconvenient and aggravating, the saving grace is that the situation was temporary. Not everyone is so fortunate, as there are many individuals with mobility disabilities who have to overcome these obstacles as part of their daily routine.


The term mobility disability refers to a broad range of disabilities that require individuals to use assistive devices such as canes, crutches, scooters, wheelchairs, or even artificial limbs. It can also include individuals who have trouble grasping and have difficulties with writing or other tasks. The disability can be caused from conditions at birth, such as cerebral palsy or birth defects; degenerative diseases, such as multiple sclerosis or rheumatoid arthritis; or sudden trauma, such as spinal cord injuries or combat injuries. Even though these individuals may have a disability, by using **reasonable accommodations** employers can assist individuals with mobility issues and in turn profit by retaining qualified employees.



Accommodations are not usually extravagant. For example, consider a qualified employee who uses a wheelchair to aid in mobility. There are several options that will not create a hardship on the employer, for example:

- Adjusting the workstation to fit the individual
- Allowing the person to bring a service animal into the workplace
- Flexible scheduling to allow individual to access public transportation
- Automatic doors or a shelf next to door so packages can be placed on it
- Telecommuting if possible

Keep in mind the needs of customers with mobility impairments, but at the same time remember they are all unique and have many gifts and abilities. Be aware of our facilities. Make sure pathways are cleared and appropriate services are provided. Did you know the Career Center now has a wheelchair available for customer use while at the Center? The chair is located in the Resource Room with the assistive technology equipment.

GREAT
PLACES TO
SURF 

The Windmills Conference Is Coming

Check out the website for more information!

www.disabilityfair.com

Sponsored by the Disability Coalition

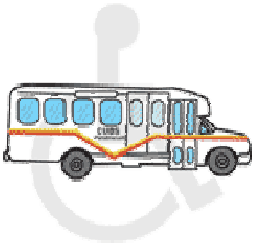


Do you know...

- Current estimates indicate there are 250,000 to 400,000 individuals living with spinal cord injuries.
- The highest per capita rate of injury occurs between the ages of 16 and 30; therefore, many individuals with spinal cord injuries are just entering the workforce when they start using wheelchairs.

Access Express Services

Access Express is a paratransit service to serve individuals with a disability who are unable to ride a regular route bus. The service is demand responsive and offers curb-to-curb rides.



All riders must complete an application for certification for paratransit eligibility. Approval of the application may take up to 21 days. You can obtain more information about the paratransit program by accessing City Utilities of Springfield's website at: www.cityutilities.net/transit/access.htm.

PUTTING THE FOCUS ON ABILITIES

Ren M. wanted to start his own small business pursuing his passion and talent for making handmade bamboo fly rods. With the input of the ODEP funded Self-Employment Technical Assistance Resources & Training (START-UP), he conducted a feasibility study and drafted a business plan. He needed the most assistance with financial planning. The completed business plan was submitted to the Florida VR agency. They were willing to assist Ren and funded start-up costs of \$18,000.



Ren opened Monllor Rods, LLC, on November 2 and specializes in production and sale of unique hand-crafted, split-cane bamboo fly rods and handmade fly reels. You can read the entire article to learn more about Ren and other *Talent for a Winning Team* at the website below.

<http://www.dol.gov/odep/talent/072008.htm>

August Training Opportunity

Dewayne Long, Executive Director of NAMI of SW MO

This month's training will be:

August 28, 2008
10 am or 11 am
Dogwood C—Springfield Office

Tammy Casey will be teaming up with Dewayne Long. They will provide information on mental health disabilities and the resources that are available through NAMI.



Hard to Employee Committee Meeting

August 12
1:00—2:30

Contact Belinda Lyon or Tammy Casey if you would like to participate

Disability Program Navigator

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If you have any questions, please contact your local Disability Program Navigator

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I believe that every person is born with talent.
—Maya Angelou