



COLORADO

Department of
Labor and Employment

Division of Vocational Rehabilitation

Division of Vocational Rehabilitation Business Relations Unit

Disability Resource *Guide*

ADA-Americans with Disabilities Act

ADA Website: <https://www.ada.gov>

Regional ADA training center, located in Colorado Springs:

- Rocky Mountain ADA Center,
<https://www.rockymountainada.org>, (719) 444-0268

- [ADA Checklist for Existing Facilities](#), to ensure proper building compliance for public access

Mental Health Resources

Colorado Providers

<https://cdhs.colorado.gov/behavioral-health/find-behavioral-health-help>

General Tips for engaging with someone in a mental health crisis:

- If you sense or know that a person has a mental health disability, treat them with the same respect and consideration you have for everyone else.
- Be confident, calm and reassuring.
- Listen carefully, and work with them to meet their needs. For example, acknowledge that you have heard and understood what the person has said or asked.
- Respect their personal space.
- Limit distractions that could affect their ability to focus or concentrate. For example, loud noise, crowded areas and interruptions could cause stress.
- Respond to the person's immediate behaviour and needs. Don't be confrontational. If needed, set limits with the person as you would others. For example, "If you scream, I will not be able to talk to you."

For more information on Mental Health in the Workplace, please see these helpful resources:

- [Mental Health Conditions and the ADA](#)
- [Office of Disability Employment Policy on Mental Health](#)
- [Employee Assistance and Resource Network on Disability Inclusion - Mental Health Toolkit](#)
- [Jobs Accommodation Network - Supporting Employees & Mental Health Accommodations](#)

Employer Incentives

Work Opportunity Tax Credit, WOTC, Federal tax credit available to employers for hiring individuals from certain targeted groups:

- <https://www.dol.gov/agencies/eta/wotc>

The [Federal Bonding Program](#) assists a job applicant in overcoming barriers to employment.

Disability Etiquette Resources

Disability Language Style Guide, a comprehensive breakdown of reference to disabilities in journalism:

- <https://ncdj.org/style-guide/>

Youtube video on Person-First v. Identity-First language

- https://youtu.be/ObS_iHMvWdk

Employer Assistance and Resource Network on Disability Inclusion, EARN

- Article on Disability Etiquette,
<https://askearn.org/topics/retention-advancement/disability-etiquette/>

Other Resources

[U.S Access Board](#)

Promotes equality for people with disabilities through leadership in accessible design and the development of accessibility guidelines and standards.

[National Council on Disability](#)

Federal agency charged with advising agencies regarding policies, programs, practices, and procedures that affect people with disabilities.

[EARN: Advancing Workforce Diversity](#) (check list)

The Employer Assistance and Resource Network on Disability Inclusion (EARN) is a free resource that helps employers tap the benefits of disability diversity by educating public- and private-sector organizations on ways to build inclusive workplace cultures.

[Job Accommodation Network \(JAN\)](#)

Free, expert, and confidential guidance on workplace accommodations and disability employment issues.

[Disability IN](#)

The leading nonprofit resource for business disability inclusion worldwide, with a network of over 250 corporations expands opportunities for people with disabilities across enterprises.

[SHRM-Society for Human Resource Management](#)

Workplace support and education, along with HR certification, SHRM is the leading HR professional and expert advice on all topics in the workplace, including many resources and support for Disability.

[Web Content Accessibility Guidelines \(WCAG\) & World Wide Web Consortium \(W3C\)](#)

The standard accessibility guidelines and suggestions for making web-based content accessible in digital platforms.