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.