

ADA Accessibility Compliance

Compliance

- ▶ Americans with Disabilities Act:
 - ▶ No qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any public entity

Strategy

- ▶ Focus on barriers we can objectively identify
 - ▶ Vision, Hearing, Mobility
- ▶ Put into practice **ACCESS**
- ▶ **Assess Content**
- ▶ **Collaborate Effectively**
- ▶ **Systematize Solutions**

Assess Content

- ▶ **Get into “the weeds” and conduct an evaluation of all the content you offer to students, colleagues, and the community.**
- ▶ **2 Main Questions to Consider**
 - ▶ **Who is the intended recipient of the content?**
 - ▶ **How will the content be received?**

The Intended Recipient

- ▶ Offerings that will be used by people whose access needs are unknown or may be transferred to others in the future
 - ▶ Access must be considered
- ▶ Purchasing or creating offerings for one person or a small group of people that have no known access need(s) and are expected to be used by no one else
 - ▶ Access would not need to be considered

Examples of Content Receipt Considerations

- ▶ **The offering is meant to be heard**
 - ▶ **Live Captioning, Post Production Captioning, Sign Language Interpreting, Transcript**
- ▶ **The offering is meant to be seen**
 - ▶ **Live or Post Production Audio Description**
- ▶ **The offering is meant to be physically used**
 - ▶ **Display at an appropriate height**

Collaborate Effectively

- ▶ MTSU has put in place resources to assist
 - ▶ Director of ADA Compliance
 - ▶ Center for Technologies and Training
 - ▶ Center for Educational Media
 - ▶ Procurement and Logistics Services
 - ▶ Disability & Access Center

Systematize Solutions

- ▶ Make accessibility consideration part of planning processes
- ▶ Focus on new content immediately and retrofit when possible

Accommodation

- ▶ Advertising for the community
- ▶ Supporting it among employees
 - ▶ Interactive Process
 - ▶ Disclosure
 - ▶ Request
 - ▶ Approval/Denial

Service Animals

- ▶ Only a dog or miniature horse
- ▶ Documentation is not required
- ▶ Do not question if it is visibly obvious why the person needs the animal
- ▶ When not obvious there are 2 questions
 - ▶ Do you have a disability? What task does the animal perform?
- ▶ Handler must be in control of the animal and is fully responsible for actions and care of the animal
- ▶ Service animals in training
 - ▶ Can ask for trainer credentials

Direct Contact

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