



City of Birmingham

Taking “Art Into The Streets”



The Mayor’s Office on ADA and its Advisory Committee partnered again with UAB and The Birmingham Museum of Art under the direction of Toby Richards, to create colorful art panels for the Shields Center at Patton Park. This is the second phase of the project started last year to beautify and cover the old windows on the top portion of the center. The event was held during UAB’s Student Community Day of Service on the Greens of UAB in partnership with the Horizon School which offers non-

degreed post secondary programs. Their mission is specifically designed to facilitate personal, social and career independence for students with mild learning disabilities and other mild handicapping conditions. The panels can be seen from the I-20 ramp exit at the Shields Conference Center off the Talapoosa exit. ‘Into the Streets’ occurs in March and November, and is a day of service where students participate in a variety of community service projects. Ellen Spencer, a Pratt City neighborhood

officer, participated in this project last year and shared, “This is a project that I would like to see continue because it will grow. You can see the panels on the Shields School as you drive along the freeway and say, “I had a hand in creating that, or my students helped create those panels.” The Mayor’s Office on Americans with Disabilities seeks to involve students of all disabilities and abilities in community projects that are accessible.

By: Tina Kay Hughes, ADA Advisory Chair

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A Must See

Disability History

Exhibit! On display

Disability Rights & Resources

Summer Camps for Special Needs Children

Summer camps tend to fill up fast so get an early jump on your planning. Make sure that you're doing plenty of research so your child doesn't miss out on a great opportunity. There are so many types of camps including: sleep-away camps, day camps, religious based camps, camps specifically for special needs, focused camps (like art or music) and many more.

If you are considering a camp specifically for special needs, spend some time getting to know the camp, its owners and what type of activities will fill your child's day. Determine if your child will be able to participate in the majority of activities and if any help, like a one-on-one aide will be needed and how that is handled. Does the camp employ adult counselors and what type of experience with special needs do they have?

When considering a camp that is geared toward special needs, there is a certain level of expectation that you would naturally have that the activities will meet your child's skills. The same cannot be said about a mainstream camp – that is not to say that they will not be accommodating – they very well might. However, your level of expectation has to be adjusted.

Whichever type of camp you choose, it would be helpful to talk to other parents who have sent their kids there before. Summer camp can be a great educational and social experience for all kids. Finding the right one is the key to making it a summer of fun. A little preparation and thought can make for a wonderful summer camp experience for your child. Below is a list of resources to help assist you in choosing the right camp for your child.

- o **Cristo Vive International** provides camp programs for children with disabilities around the world; there are a few locations in the United States. <http://cristovive.net/camps.html>
- o **Easter Seals Disability Services** has 140 accessible camps around the country—for adults, too. <http://www.easterseals.com>
- o **Camp ASCCA** is Alabama's Special Camp for Children and Adults www.campascca.org/
- o **Foundation For Jewish Camp** has a list of camps for Jewish children with special needs. <http://www.jewishcamp.org/>
- o **KidsCamps.com** also lists camps by state and specifies the types of disabilities accommodated. <http://www.kidscamps.com/specialneeds-camps.camp>
- o **My Summer Camps** lists camps by disability, which you can then filter by state. [http://www.mysummercamps.com/camps/Special Needs Camps](http://www.mysummercamps.com/camps/Special%20Needs%20Camps)
- o **Jewish Community Center** has specialty and sports camps. <http://www.bhamjcc.org/camp/camp-calendar-2014/>

The Lakeshore Foundation- www.lakeshorefoundation.org (205) 231-7400

Reasonable Accommodations in the Workplace– workshop April 11 and 25

Often the simplest accommodations are the most sustainable. Sometimes, accommodations are as simple as providing slight changes in work schedules, using pictures instead of word labels for stocking, or using bricks to raise the height of a desk. Don't automatically assume that expensive, complex accommodations will be the most effective.

What goes into considering a reasonable accommodation? This simple set of questions may help you think through what type of reasonable accommodation will be the best fit:



What about the person? Listen to the employee. What is their disability? What types of accommodations are they most comfortable with? Have they used any accommodations in the past and, if so, how well have they worked? What is the possible future course of the disability? What training or learning might be needed to make the accommodation effective? **What about the job?** What are the essential functions of the job? (These are tasks that are fundamental and necessary to perform a given position. They do not include marginal duties). (**Note:** Helping the employee get to work and get home is not a reasonable accommodation -this is something the employee must address.)



Whenever an employee discloses that they have a disability, the employer is put on notice that an accommodation dialogue is needed. Some employers have made the mistake of believing they are not responsible for providing accommodations unless the employee goes through their internal HR or ADA process to request a reasonable accommodation. If you have an internal process for reasonable accommodations, be sure that you are able to act upon accommodation requests whether or not they have completed any accommodation process established within your organization. The Mayor's Office on Americans with Disabilities collaborated with every department and city agency to develop policies for accommodations. These policies should be posted for all employees and discussed at staff meetings so that everyone is aware of what type accommodations your division offers. Employees should be encouraged to ask questions if they are not clear on the policies or call the ADA Office at 205-254-2079 located on the second floor of city hall. These policies are living documents and should be reviewed and updated depending on departmental or agency resources and the type of accommodations requested.

Who should be the expert in determining a reasonable accommodation? Chances are the employee him/herself has the best knowledge of their disability, and how it might impact the job. These employees have often been living with the disability for many years and understand its impact in any given situation. Any accommodation discussion should begin with their knowledge about their own disability and about ways to compensate or cope with its impact. ***However, working in an environment where documentation is the key; staff are not medical experts.*** Do have on file statements or letters from the employee's doctor related to their accommodation needs as a way to justify and help ensure that you have acted in good faith on information from a professional in the area of the employee's disability. In all cases documentation is key.

The Mayor's Office on Americans with Disabilities is offering a staff **ADA Workshop April 11 and April 25** from 9AM-11AM, **Council Chambers. Register at: Linda.coleman@birminghamal.gov**

How to contact us:

Linda Coleman, ADA Director

Phone: 205-254-2079
E-mail: linda.coleman@birminghamal.gov
www.birminghamal.gov
LaQuita Cade, ADA Adm. Asst
laquita.cade@birminghamal.gov
205-714-8683
Fax 205-297-8303

ADA Advisory meets bi-monthly
second Friday
10:00 AM 2nd Floor, City Hall



**Working to Open Doors to
Accessible City Services**

ADA Advisory Committee

Chair – Tina Kay Hughes, Sickle Cell Spokesperson
Vice Chair -John Duplessis— SSTE Employment Program
Secretary– Lisa George, The Plant Program

Xaveria Anderson - Ms. Wheelchair Alabama 2007

Trisston Burrows - Ms. Wheelchair America/Alabama 2005

Wendy Hicks– Alabama Head Injury Foundation

Lorine Kelly—MAX Transit (VIP Para transit)

Dan Kessler, Director- Disability Rights and Resources

Keith Strothers- Jefferson County Workforce Dev WIA

Graham Sisson– Governor’s Office on Disabilities (GOOD)

Yolanda Spencer- Alabama Department of Rehab Services

Myra Shamburger- Alabama Department of Rehab Services

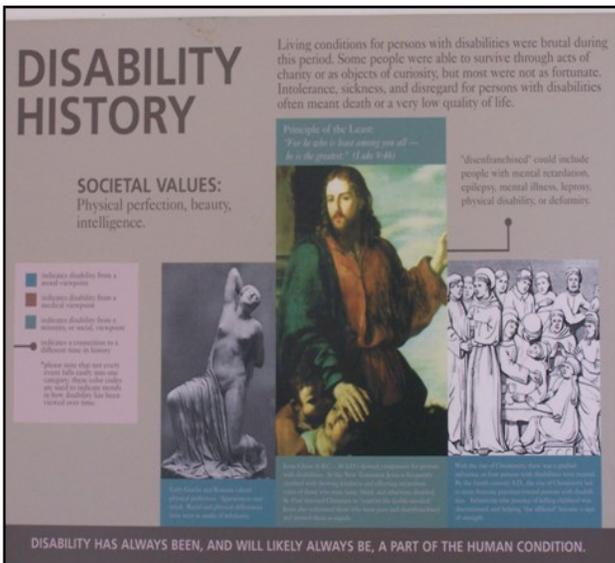
Maria Lyas-Young - Birmingham City Schools

Larscene Turk-Director, Alabama Industries for the Deaf & Blind **

Peggy Turner – The Lakeshore Foundation **

***Resource Agency*

Disability History on Display



Disability Rights & Resources is featuring a Disability History Exhibit on display now through May 9 at its new facility, 1418- 6th Ave North in the historic Civil Rights District. The Disability History Exhibit is on loan from People First of Alabama. The installation features twenty-two panels illustrating the ongoing revolution of disability from 3500 BC through 2005. The powerful panels present a timeline on the evolving moral, medical and social viewpoints regarding persons with disabilities. Disability Rights & Resources partnered with the Birmingham Museum of Art to make the exhibit fully accessible; it is installed so that wheelchair users can easily read the panels and mobile audio tours are available for blind persons and can be accessed by calling (205) 453-8159.