

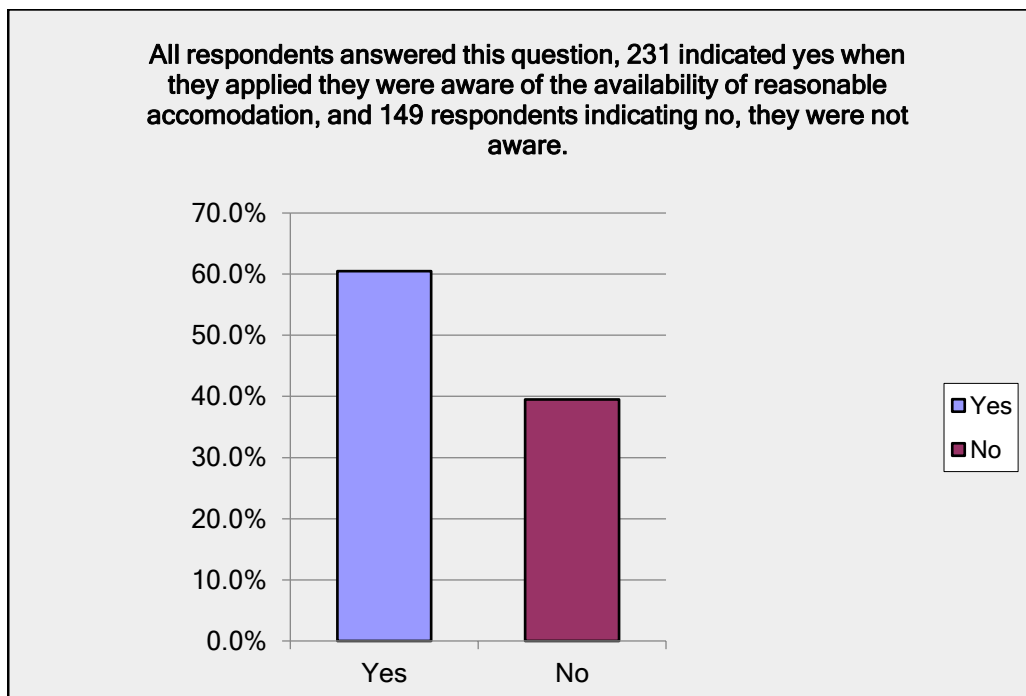
## ServeMontana 2017 Accommodation Assessment Summary

**Context,** In an effort to reduce paperwork and make it easier for members to complete the survey, an online version of the survey was offered for the second year in 2017. Respondents were asked if when they started service, if they knew reasonable accommodation was available, if they disclosed a disability and if they did disclose a disability, was an accommodation provided. Respondents who indicated yes they have a disability had the option to self-disclose a disability or condition by choosing from a list.

- Jan - June 8<sup>th</sup> 2017, 380 AmeriCorps members completed the survey, 21 members fewer than 2016.
  - Of the 379 respondents identified their stream of service, 361 AmeriCorps State members, 15 AmeriCorps VISTA members, 2 National Directs, 1 NCCC member and zero Senior Corps members. One member responded to the survey but skipped identifying the national service program.

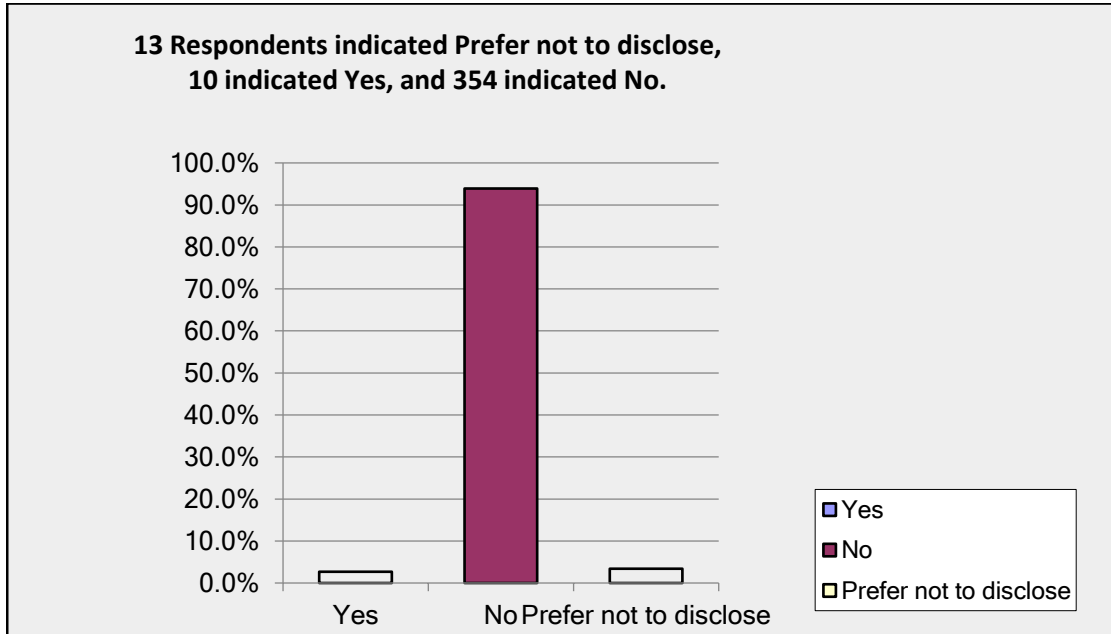
**Results,** To the question, when you applied to serve in your program were you aware of the availability of reasonable accommodations? \*Reasonable Accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities. A reasonable accommodation must: be feasible or plausible for the employer. Enable the individual to perform the essential functions of a position. Reasonable accommodation examples include auxiliary aids/services, CCTV, an amplified audio listening device, a sign language interpreter, and materials on audio tape, enlarged text documents, or adjusted work schedules.

The majority of members reported that they were aware of the availability of reasonable accommodations when they applied to serve with AmeriCorps, yet we will continue to strive to increase that awareness.



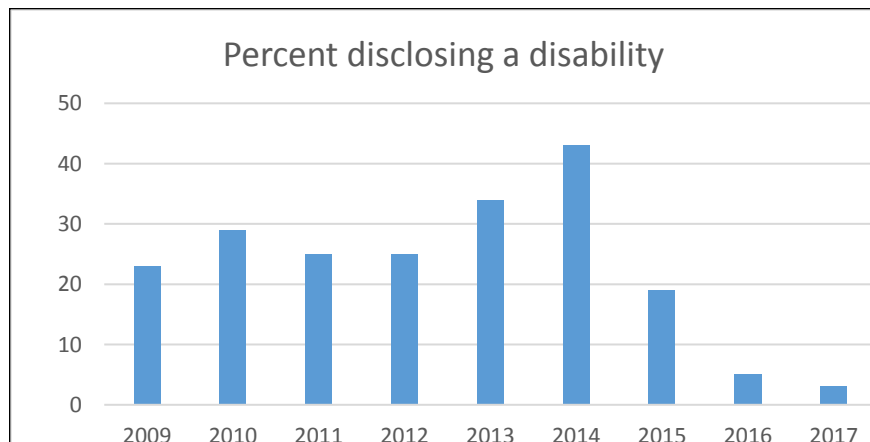
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To the question, do you consider yourself to be a person with a disability? (The Americans with Disabilities Act defines disability as a physical or mental impairment that substantially limits one or more major life activities of an individual; a record of such an impairment; or being regarded as having such an impairment. For more definitions, visit: [www.ada.gov](http://www.ada.gov))



To the question, Please check any of the following conditions that substantially limit one or more of your major life activities, if you have a record of or are regarded as having such impairment. Definitions at [ssa.gov](http://ssa.gov).

- 336 respondents answered this question, 44 did not respond
- Of the 336, 268 (80%) indicated None, 17 (5%) indicated Prefer not to respond, 22 (6.5%) indicated Depression, 14 (4%) indicated Anxiety, 14 (4%) indicated ADD or ADHD, 8 (2.4%) indicated asthma, with others indicated yes to multiple sclerosis, head injury, pulmonary disability, deaf/hard of hearing, visual, bipolar disorder, learning disability, epilepsy, environmental sensitivity, spinal cord injury and chemical or alcohol dependency.



Supporting documentation on file with ServeMontana, thank you!