

ServeMontana

2018 Accommodation Assessment Summary

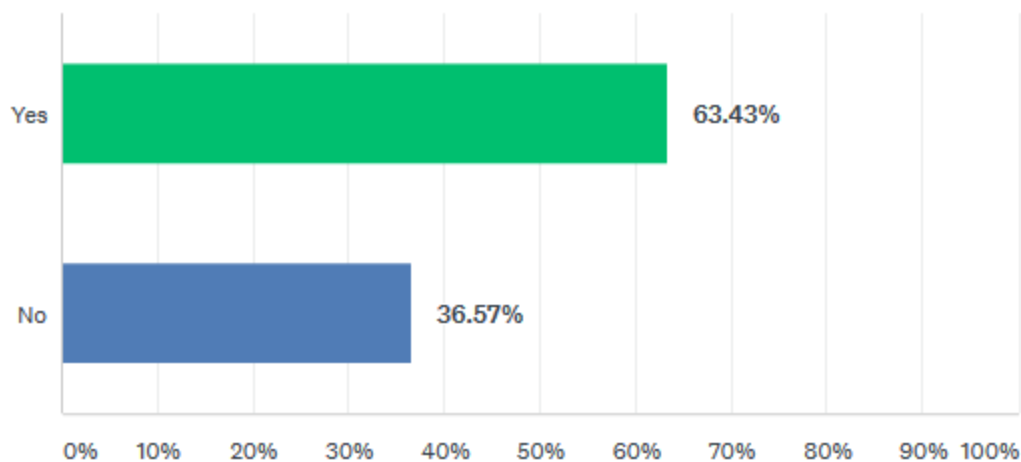
Context, In an effort to reduce paperwork and make it easier for AmeriCorps members to complete the survey, an online version of the survey was offered for the third year in 2018. Respondents were asked if when they applied for service, if they knew reasonable accommodation was available, if they disclosed a disability, did they request an accommodation, and if they did disclose, was an accommodation provided. Respondents who indicated Yes they had a disability had the option to self-disclose a disability or condition by choosing from a list.

- Jan- June 2018, 391 AmeriCorps members completed the survey, 11 more than 2017.
 - Of them, 390 identified their stream of service: 366 AmeriCorps State members of which 268 (68%) were Montana Conservation Corps members, 43 (11%) were AmeriCorps VISTA members, 1 National Direct member and zero Senior Corps members.
 - Of them, 386 identified their year of service: 314 were first year members, 68 were second year members, and 4 were third year/plus members. Five respondents responded to the survey but skipped identifying their year of service.

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, materials on audio tape, enlarged text documents, or adjusted work schedules.

All respondents answered this question, 248 (63.43%) indicated Yes when they applied they were aware of the availability of reasonable accommodation, and 143 (36.57%) respondents indicating No, they were not aware.

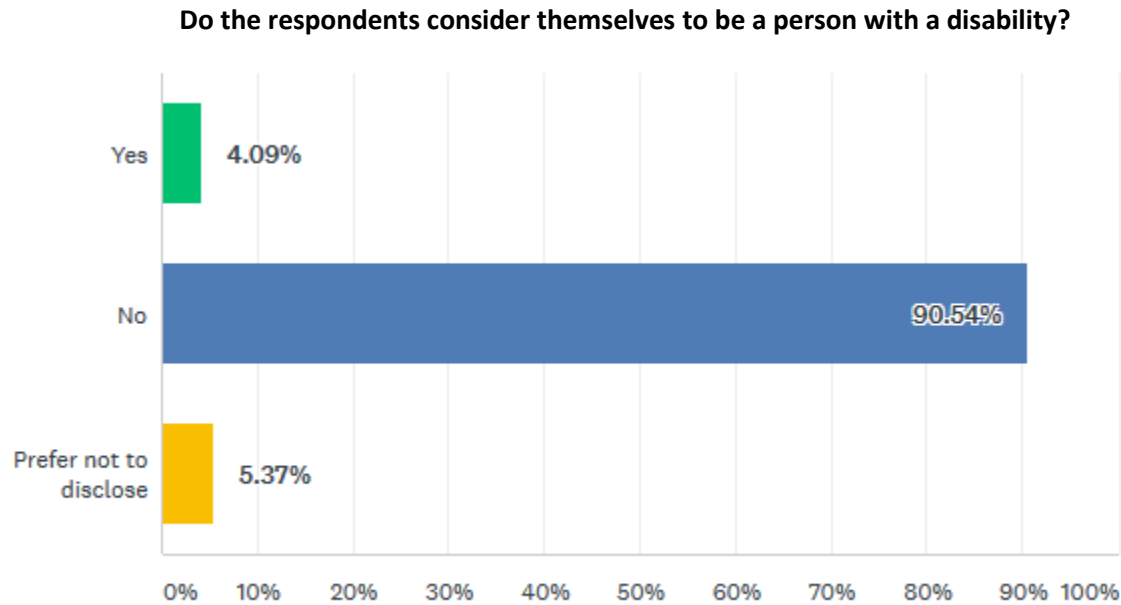
Were respondents aware of reasonable accommodations for disability?



Most members reported that they were aware of the availability of reasonable accommodations when they applied to serve with AmeriCorps, yet we will continue to try to increase that awareness to 100%.

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).

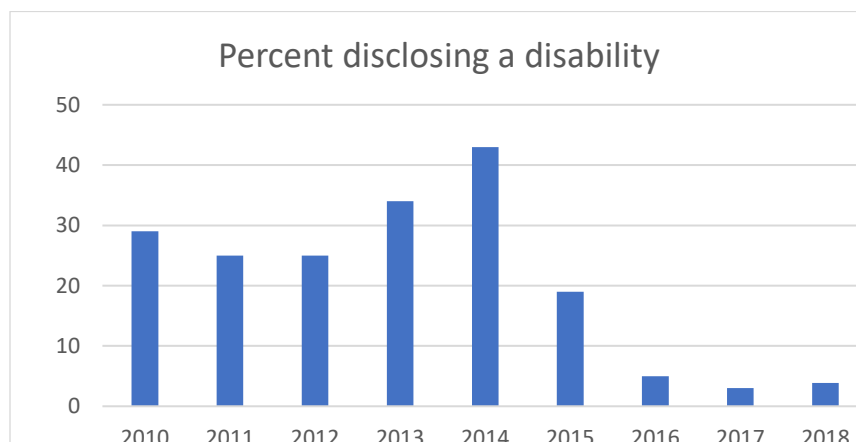
Of the respondents, 21 (5.37%) indicated Prefer not to disclose, 16 (4.09%) indicated Yes, and 354 (90.54%) indicated No.



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 www.ssa.gov.

- 348 respondents answered this question, 43 did not respond
- Of the 348, 261 (75%) indicated None, 18 (5%) indicated Prefer not to respond, 31 (9%) indicated Depression, 30 (8.72%) indicated Anxiety Disorder, 18 (5%) indicated ADD or ADHD, 12 (3.5%) indicated Asthma, with others, comprising a total of 31 respondents (9%) indicating yes to Bipolar Disorder, Head injury, Visual impairment, Learning Disability, Epilepsy, Amputation, Speech Impairment, Deaf/Hard of Hearing, Diabetes, Cancer, Environmental Sensitivity, and Other.
- Of the respondents, it appears that at least 4 (1%) requested a reasonable accommodation for their term of service and at least 4 (1%) indicated that their reasonable accommodation was provided to them.

In conclusion, more respondents (63% vs 60.8%) were aware of the availability of reasonable accommodations for a disability in 2018 than in 2017, and we will continue to work to increase that awareness. Furthermore, 91 respondents (23%) were interested in learning more about Disability Rights and Laws, Reasonable Accommodation, Disability Etiquette and Communication, and Disability Awareness.



Supporting documentation on file with ServeMontana, thank you!