



Accommodation Assessment Summary

Context, As a part of an on-going effort to provide reasonable accommodation for AmeriCorps members, an assessment was provided to capture, if they knew reasonable accommodation was available, 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.

To reduce paperwork and make it easier for AmeriCorps members to complete the survey, an online version of the survey was offered for the fourth year.

- Jan- June 2019, 408 AmeriCorps members completed the survey, 17 more than 2018.
 - 407 identified their stream of service: 360 AmeriCorps State members of which 260 (63.88%) were Montana Conservation Corps members, 38 (9.34%) were AmeriCorps VISTA members, 3 National Direct member and zero Senior Corps members.
 - 408 identified their year of service: 348 were first year members, 54 were second year members, and 6 were third year/plus members.

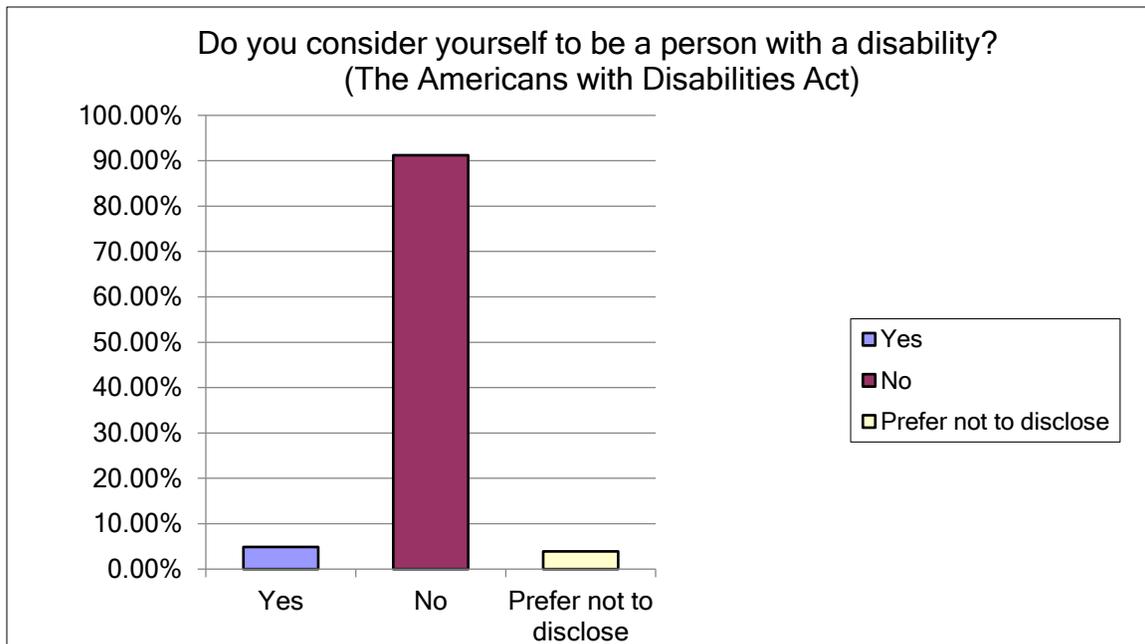
Results, To the question *when you applied to serve in your program were you aware of the availability of reasonable accommodations? *Reasonable Accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment 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, 254 (62.25%) indicated “Yes” when they applied they were aware of the availability of reasonable accommodation, and 154 (37.75%) respondents indicating “No”, they were not aware.

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

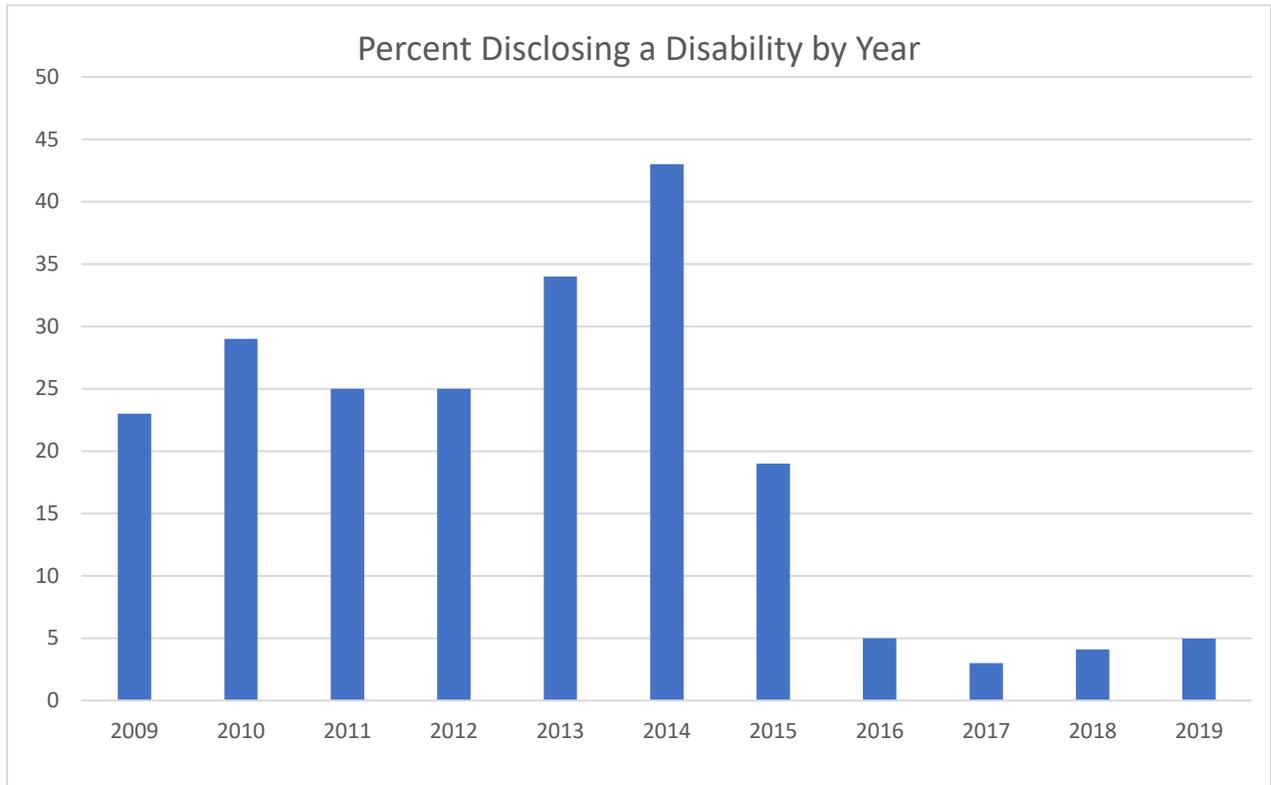
Results, To the question, Do you consider yourself to be a person with a disability? (The Americans with Disabilities Act defines disability as a physical or mental impairment that substantially limits one or more major life activities of an individual; a record of such an impairment; or being regarded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



Of 408 respondents, 20 (4.90%) indicated Prefer not to disclose, 16 (3.92%) indicated Yes, and 372 (91.18%) indicated No.

Results, 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.

- 376 out of 408 respondents answered this question, 32 did not respond
- Of the 378 respondents,
 - 265 (70.48%) indicated None
 - 38 (10.11%) indicated Depression
 - 35 (9.31%) indicated Anxiety Disorder
 - 18 (4.4%) indicating yes to Bipolar Disorder, Head injury, Visual impairment, Learning Disability, Epilepsy, Amputation, Speech Impairment, Deaf/Hard of Hearing, Diabetes, Cancer, Environmental Sensitivity, Autism, Cerebral Palsy, Spinal Cord Injury, Chemical or Alcohol Dependency & Other
 - 21 (5.59%) indicated Prefer not to respond
 - 18 (4.79%) indicated ADD or ADHD
 - 18 (4.79%) indicated Asthma
- Of the respondents, it appears at least 6 (1.49%) requested a reasonable accommodation for their term of service and at least 8 (1.97%) indicated that reasonable accommodation was provided to them.



In conclusion, less respondents (62.25% vs 63%) were aware of the availability of reasonable accommodations for a disability in 2019 than in 2018, and we will continue to work to increase that awareness. Furthermore, 106 respondents (26.11%) were interested in learning more about Disability Rights and Laws, Reasonable Accommodation, Disability Etiquette and Communication, and Disability Awareness.