

# Opening Doors Newsletter

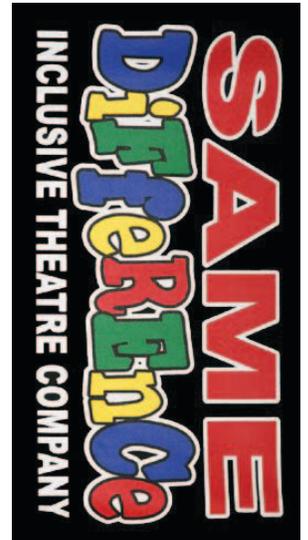
***A publication to promote the inclusion of individuals with disabilities within AmeriCorps programs.***

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## ***Same Difference Inclusive Theatre Company***

This May I was involved in the Montana DisAbility Employment Awareness Training. This statewide event supports the recruiting, accommodating, hiring and welcoming of individuals with disabilities. Attendees were fortunate to be entertained by the ***Same Difference Inclusive Theatre Company***. This theatrical group was established in 2004 and have toured in many Montana cities and nationally. Productions feature performers with and without disabilities and a few of the folks are AmeriCorps members. If you ever have a chance to attend one of their productions you will not be disappointed. Their link is <http://sditc.org>.



## ***Reasonable Accommodation Quiz***

**Check your knowledge on reasonable accommodations by choosing the best answer.**

***Question 1. What type of reason can an individual request a reasonable accommodation from a national service program supervisor to make known an adjustment or change at the program site?***

- For a reason related to a medical condition.
- For a reason related to a personal matter; and that can remain private.
- For a reason related to a change in status, i.e. birth/adoption of a child, marriage, a death in the family.

***Question 2. How should the request for a reasonable accommodation be submitted?***

- Request accommodation in plain English but this person must mention the ADA (Americans Disabilities Act.)
- Request an accommodation in plain English without mention of the ADA.
- Before request gather complete medical documentation and provide it along with verbal or written request.

***Question 3. How is the national service supervisor required to provide the reasonable accommodation that the qualified individual requests?***

- Supervisor must always put into place the type of accommodation requested as the individual is the expert.
- Supervisor may choose among reasonable accommodations as long as the chosen accommodation is effective.
- A medical professional must make the recommendation for the type of accommodation to use.

**“It is a fine thing to have ability, but the ability to discover ability in others is the true test.” Lou Holtz**

Call or email with any questions or concerns; 406-444-5547 or [kbean@mt.gov](mailto:kbean@mt.gov).