

2025 Accommodation Assessment Summary

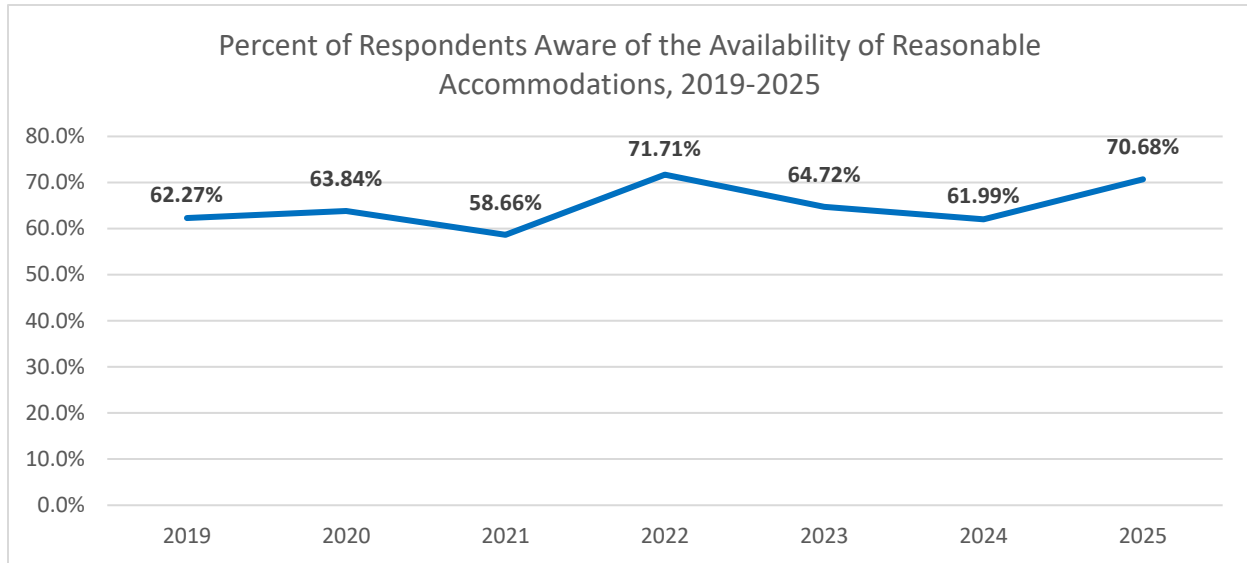
Context & Overview

This summary is part of an ongoing effort to provide reasonable accommodation to AmeriCorps members. An online assessment was sent to members and AmeriCorps Seniors volunteers to capture information about their awareness of reasonable accommodation. Information was also collected about disclosure, accommodation requests, and accommodation provision. Respondents had the option to anonymously disclose a disability or condition. This summary presents data from 324 respondents as of May 22, 2025; however, the survey will remain open through August. 2025 is the 17th year this assessment has been conducted, and data from past years is referenced in this summary. Supporting documentation is on file with ServeMontana.

- March 31 – May 22, 2025: 324 AmeriCorps members completed the survey.
 - All respondents identified their program:
 - 2.80% (9) – AgCorps
 - 10.28% (33) – Big Sky Watershed Corps
 - 5.92% (19) – Fish, Wildlife, & Parks AmeriCorps
 - 0.92% (2) – Justice for Montanans
 - 0.31% (1) – Montana Campus Network for Civic Engagement State
 - 7.48% (24) – AmeriCorps VISTA
 - 1.56% (5) – AmeriCorps Seniors (all programs)
 - 68.51% (222) – National Direct (all programs)
 - 1.85% (6) – Other (specified, unclear which stream of service based on response)
 - All respondents identified their year of service.
 - 78.34% (254) – First Year Member
 - 17.96% (58) – Second Year Member
 - 3.41% (11) – Third Year/Plus Member (this figure may have included AmeriCorps Seniors respondents, who serve on an ongoing basis, often for many years).

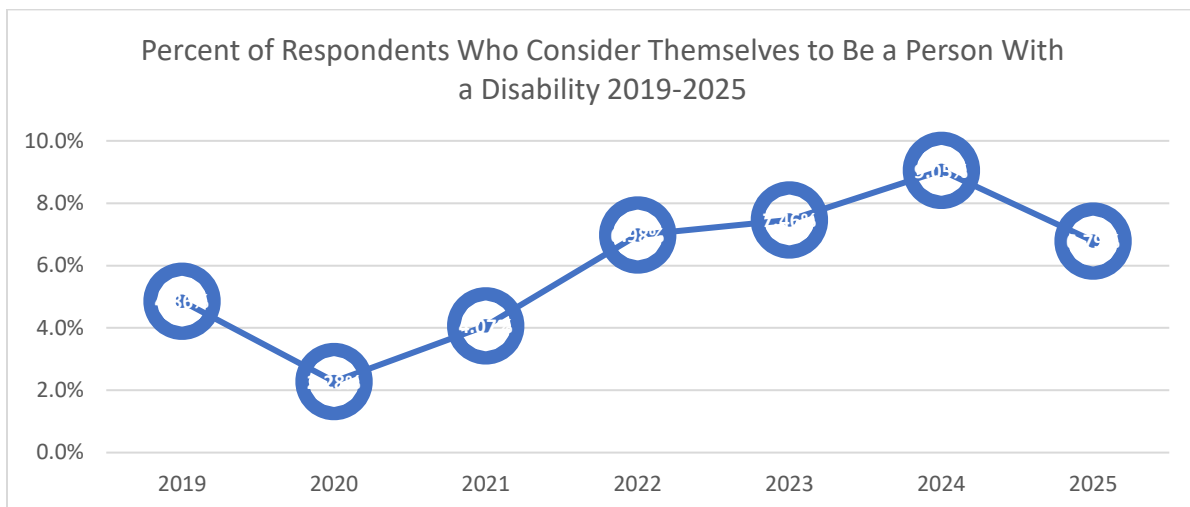
Results

Question 4: 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 and must 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.



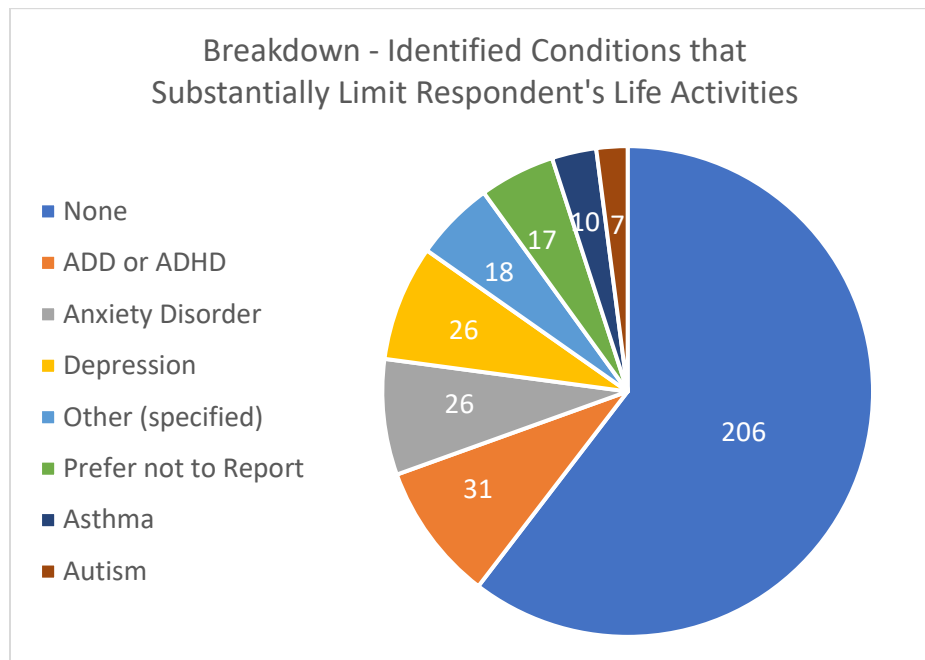
All 324 respondents answered question 4. 70.68% (229) respondents indicated that they were aware of the availability of reasonable accommodations at the time they applied to their program.

Question 5: 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 life activities of an individual; a record of such impairment; or being regarded as having such an impairment. For more definitions, visit: www.ada.gov



All 324 respondents answered this question. 6.79% (22) indicated Yes, 7.41% (24) preferred not to disclose, and 85.80% (278) indicated No.

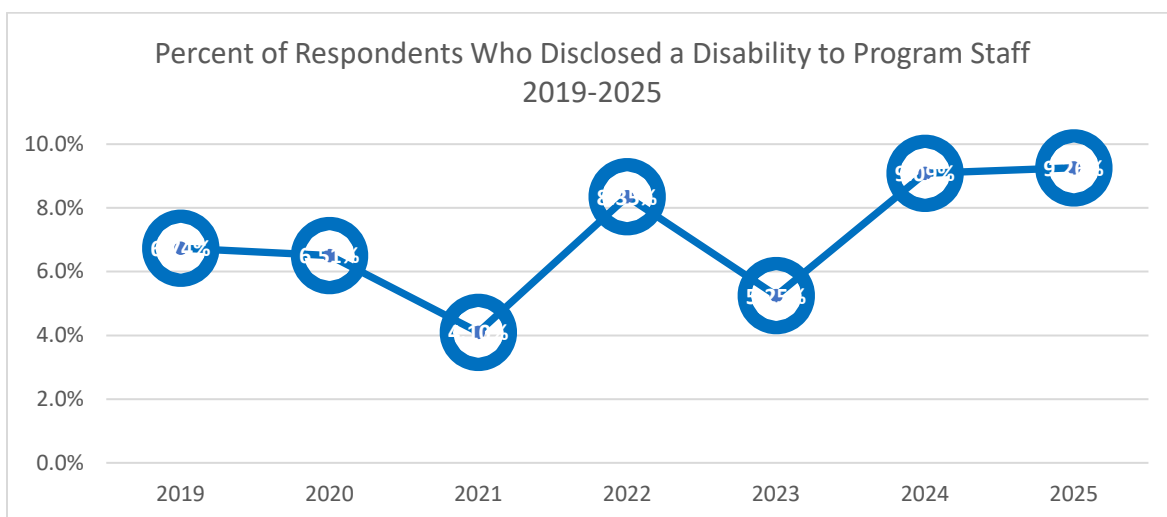
Question 6: Please check any of the following conditions that substantially limit one or more of your major life activities, if you have a record of, or are regarded as having such impairment. Definitions at www.ssa.gov.



35 respondents skipped this question. Of the 289 respondents who answered the question, 206 respondents identified as having no limiting conditions, and 17 preferred not to report their specific condition.

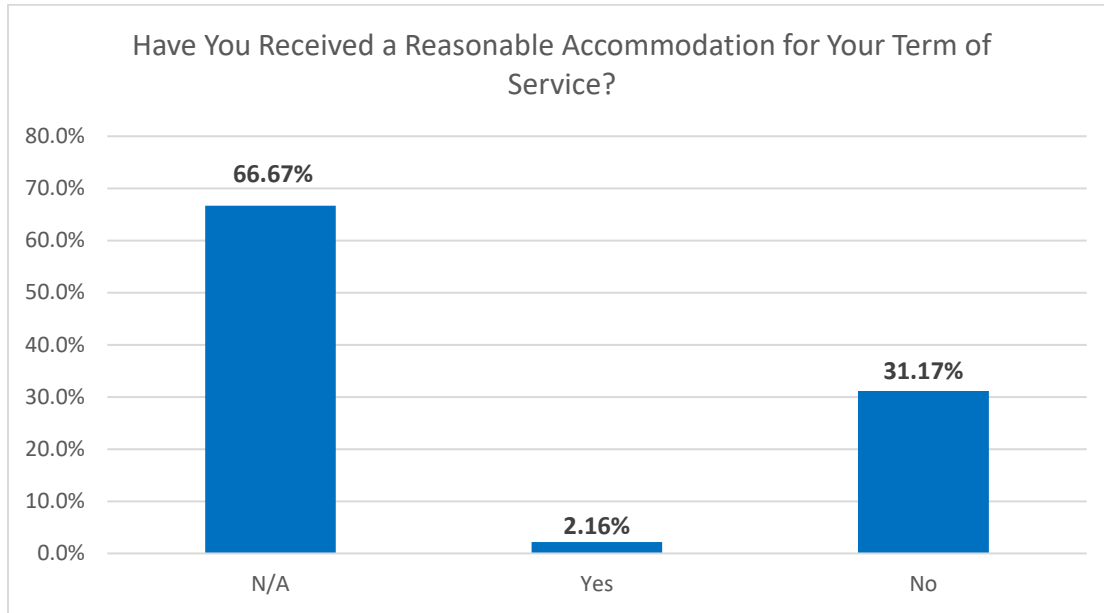
- Possible explanations for the number of reported conditions (135) appearing significantly higher than the 22 respondents who consider themselves as having a disability include: co-occurring conditions; the question's phrasing (does not include the word 'disability'); and the responses to Question 5 reflecting 24 people preferred not to disclose whether they consider themselves a person with a disability.

Question 7: Have you disclosed* a disability to any staff persons in your organization? *Disclosure can happen in several ways, from an informal conversation to a formal, written request for an accommodation. It can happen at any time during a term of service, but it should occur as soon as a person realizes they may need an accommodation.



All 324 respondents answered this question. 47.84% (155) indicated N/A, 42.90% (139) indicated No, and 9.26% (30) indicated Yes.

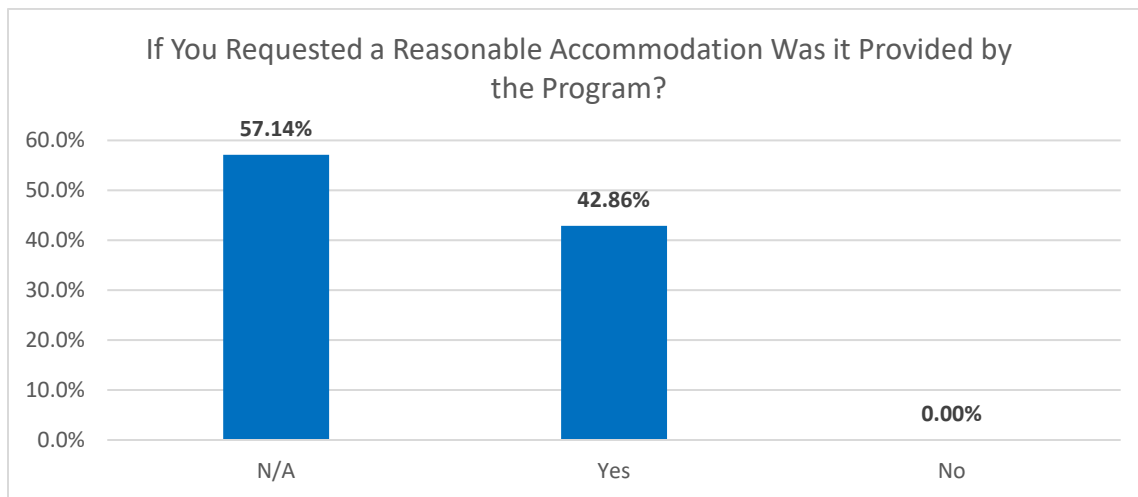
Question 8: *If you have a disability, have you requested reasonable accommodation for your term of service?*



All 324 respondents answered this question. 66.67% (216) indicated N/A, 31.17% (101) indicated No, and 2.16% (7) indicated Yes.

- When answering this question, many respondents chose 'No' when they may have meant to answer 'N/A'.

Question 9: *If you requested a reasonable accommodation, was it provided by the program?*



317 respondents skipped this question. Of the 7 respondents, 57.14% (4) indicated N/A, 42.86% (3) indicated Yes, and 0 (zero) indicated No.

- Having zero respondents indicate that they were not provided an accommodation they requested is a positive result, and suggests that programs have provided accommodations to AmeriCorps members who requested them in 2025. It is unclear why there is a discrepancy between respondents who indicated Yes to questions 8 and 9.
- Of the three respondents who indicated a reasonable accommodation was provided, all subsequently indicated the accommodation allowed them to fully participate in the program.

Conclusion

- Response rates for some programs exceeded the number of members serving with the program, indicating members do not always understand which program they belong to at the time of the survey.
- 70.68% of respondents indicated they were aware of the availability of reasonable accommodations for a disability, which is an 8.69% increase from 2024 and a 5.96% increase from 2023.
- The percentage of respondents (9.26%) who indicated that they disclosed a disability to their program staff was similar to the percentage from 2024 (9.09%).
- 22.6% of respondents want to learn more about disability inclusion. Of those respondents, 31.52% want to know more about etiquette and communication, and 27.17% want to know more about disability rights and laws.

Based on the results of the 2025 Accommodation Assessment, GOCS will:

- Consider adjusting the survey format so that only respondents who indicate that, yes, they consider themselves to be a person with a disability will continue through the accommodation-specific questions. It appears that, year after year, the data regarding accommodation requests gets diluted by respondents who may not have read the survey questions carefully. If this results in lessened privacy to survey respondents, GOCS will also consider adjusting other questions of the survey to minimize collection of potentially personally identifiable information.
- Learn more about how each program shares the availability of reasonable accommodations with applicants and members, so processes can be examined and possibly adjusted to increase the number of respondents who indicate they were aware of the availability of reasonable accommodations. It is possible some individuals simply do not remember reasonable accommodations being brought up in the application, enrollment, and orientation processes.
- Make resources and, when possible, trainings available around disability etiquette, communication, rights, and laws.
- Continue to engage and partner with Disability Rights Montana to provide trainings, information, and resources for program staff and members.
- Support programs as they continue to work toward ensuring all members are aware of the availability of reasonable accommodation when entering their term of service.

Respectfully submitted,

Kristina Jordan, Program Officer

Resources

[2025 Accommodation Assessment Survey & Resources](#)

[AmeriCorps Disability and Accessibility](#)

[AmeriCorps Civil Rights/Equal Opportunity Requirements](#)