

2026 Accommodation Assessment Summary

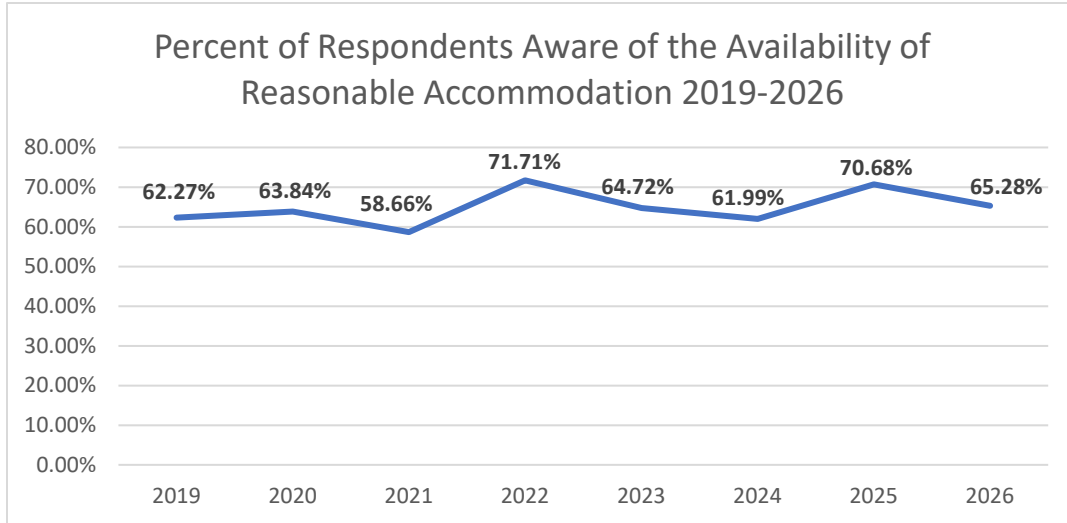
Context & Overview

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 386 respondents as of May 20, 2026; however, the survey will remain open through August. 2026 is the 18th year this assessment has been conducted, and data from past years is referenced in this summary. Supporting documentation is on file with ServeMontana.

- February 3 – May 20, 2026: 386 AmeriCorps members completed the survey.
 - Most respondents identified their program:
 - 1.57% (6) – AgCorps
 - 5.51% (21) – Big Sky Watershed Corps
 - 0% (0) – Community Health Corps Montana
 - 4.72% (18) – Fish, Wildlife, & Parks AmeriCorps
 - 3.94% (15) – Justice for Montanans
 - 8.92% (34) – AmeriCorps VISTA
 - 14.44% (55) – AmeriCorps Seniors (all programs)
 - 59.32% (226) – National Direct (all programs)
 - 1.57% (6) – Other (either did not specify, or specified but unclear which stream of service based on response)
 - 384 respondents identified their year of service.
 - 75% (288) – First Year Member
 - 11.46% (44) – Second Year Member
 - 12.76% (49) – Third Year/Plus Member (this figure may have included AmeriCorps Seniors respondents, who serve on an ongoing basis, often for many years).
 - 0.78% (3) – Prefer not to disclose

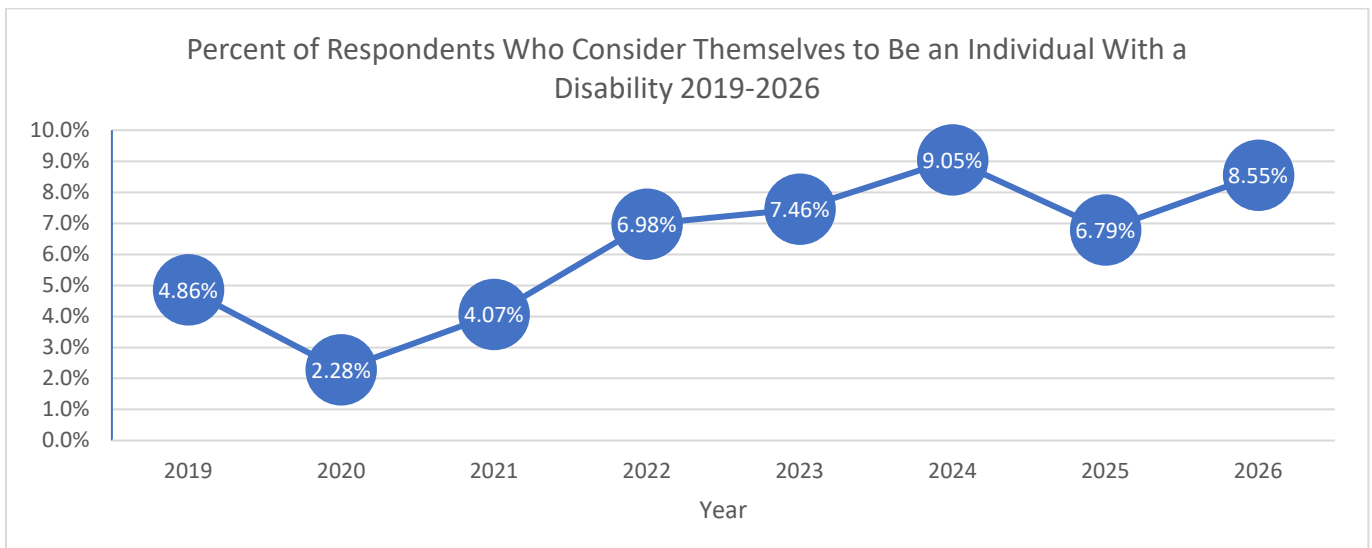
Results

Question 3: *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.*



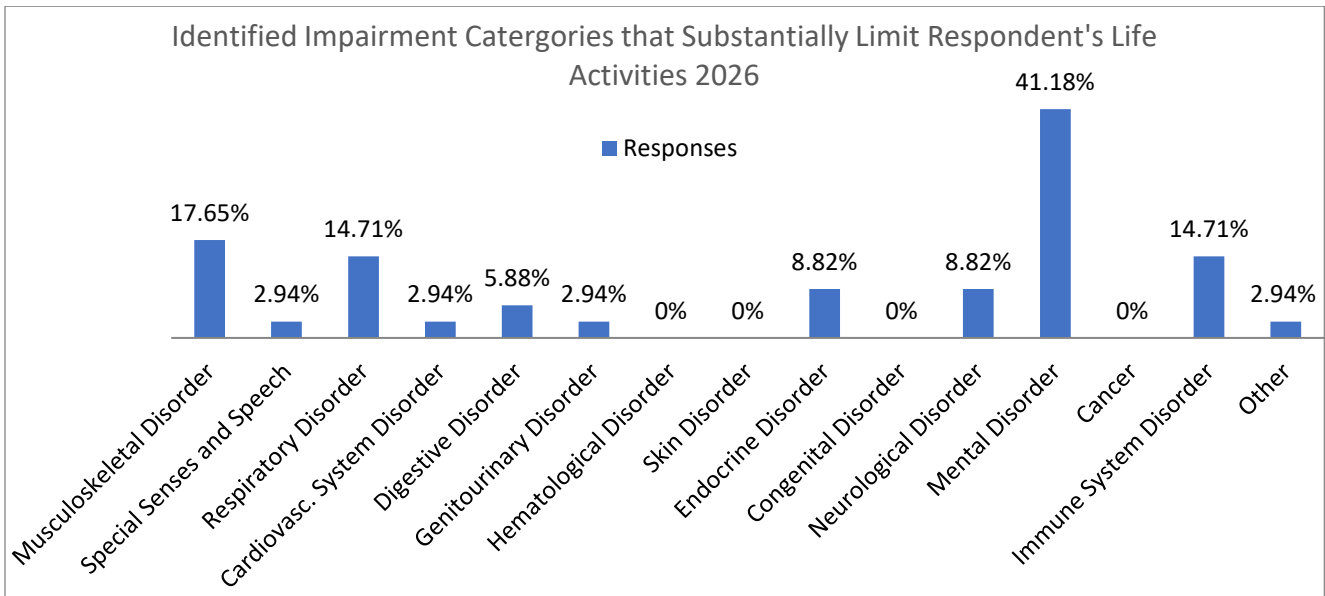
All 386 respondents answered question 3. 65.28% (252) respondents indicated that they were aware of the availability of reasonable accommodation at the time they applied to their program.

Question 4: *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 386 respondents answered this question. 8.55% (33) indicated Yes, and 91.45% (353) indicated No. A “No” answer directed respondents to question 10, where they could indicate interest in learning more about disability inclusion and finish the survey.

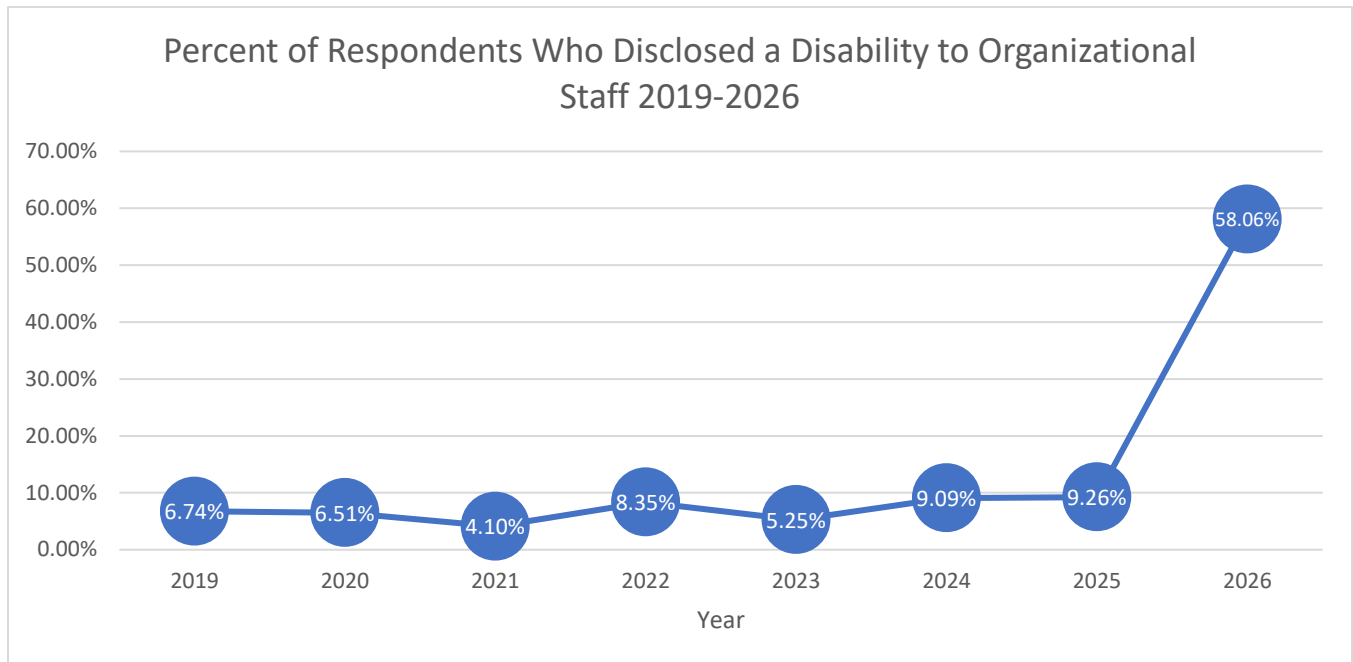
Question 5: Please check any of the following impairment categories that substantially limit one or more of your major life activities, if you have a record of, or are regarded as having such impairment.



Only 33 people indicated they identify as a person with a disability, yet 34 respondents indicated conditions.

- Some respondents indicated more than one condition. Since 2025, the Social Security Administration updated its Listing of Impairments to consist of broader categories of disabilities, as opposed to specific disabilities.

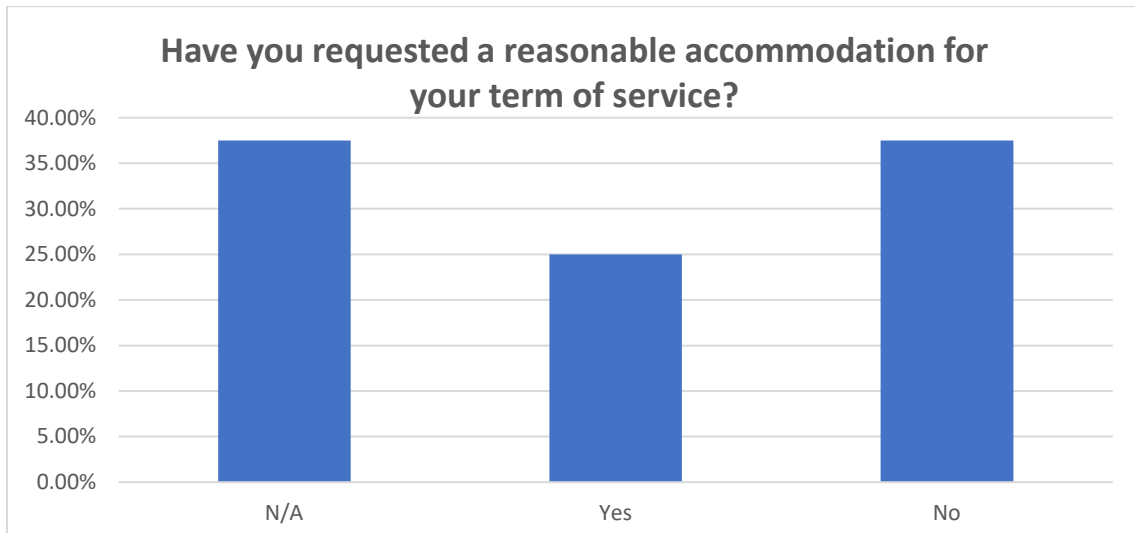
Question 6: Have you disclosed* a disability to any staff persons in your organization? *Disclosure can happen in several ways, from an informal conversation to a formal, written request for an accommodation. It can happen at any time during a term of service, but it should occur as soon as a person realizes they may need an accommodation.



31 respondents answered this question. 41.94% (13) indicated No, and 58.06% (18) indicated Yes.

- The apparent increase in 2026 can be attributed to a survey formatting adjustment, in which only those who answered that they identified as a person with a disability responded to accommodation questions.

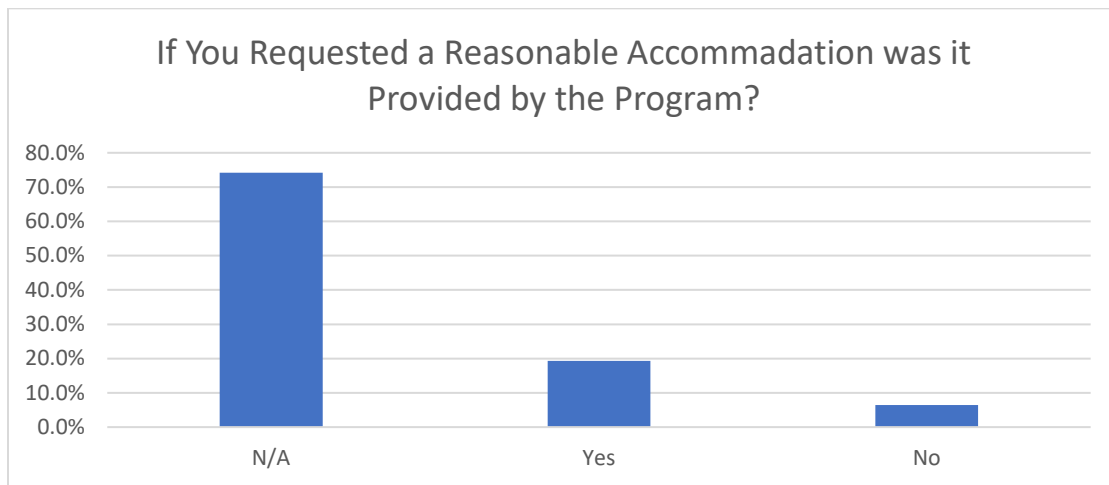
Question 7: *If you have disclosed a disability, have you requested reasonable accommodation for your term of service?*



32 respondents answered this question. 37.50% (12) indicated N/A, 37.50% (12) indicated No, and 25% (8) indicated Yes.

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

Question 8: *If you requested a reasonable accommodation, was it provided by the program?*



30 respondents answered this question. 74.19% (23) indicated N/A, 6.45% (2) indicated No, and 19.35% (6) indicated Yes.

- 7 respondents subsequently indicated the provided accommodation allowed them to fully participate in the program, and one respondent indicated it did *not* allow full participation. Only 6 respondents indicated that a requested accommodation was provided, signifying possible inaccuracies in respondent answers (misunderstanding the specific question, reading too quickly, etc.)

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.
- 65.28% of respondents indicated they were aware of the availability of reasonable accommodations for a disability, which is a 5.4% decrease from 2025. It is however, in alignment with the typical response range for this question (anywhere from 58-71% of respondents are aware of reasonable accommodation between 2019 and 2026)
- The 2026 survey structure was adjusted so that respondents who indicated they do *not* identify as a person with a disability bypass the disability & accommodation-specific questions and instead jump to the questions at the end of the survey about learning more. This was done to mitigate the number of inaccurate responses when respondents do not appear to read each question fully.
- 29.79% of respondents want to learn more about disability inclusion. Of those respondents, interest was divided equally among the topic options: disability rights and laws; reasonable accommodation; etiquette and communication; and disability awareness.

Based on the results of the 2026 Accommodation Assessment, GOCS will:

- Consider alternative means to collect meaningful data around disability inclusion and accommodation. This may include asking programs to report on number, reasonableness, and success of accommodations. Collecting data from programs instead of members may result in a more accurate and actionable data set. GOCS will propose this change and discuss it with program directors at the August convening.
- Continue to make resources and, when possible, trainings available around accommodation and disability etiquette, communication, rights, and laws.
- 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

[2026 Accommodation Assessment Survey & Resources](#)
[AmeriCorps Disability and Accessibility](#)