



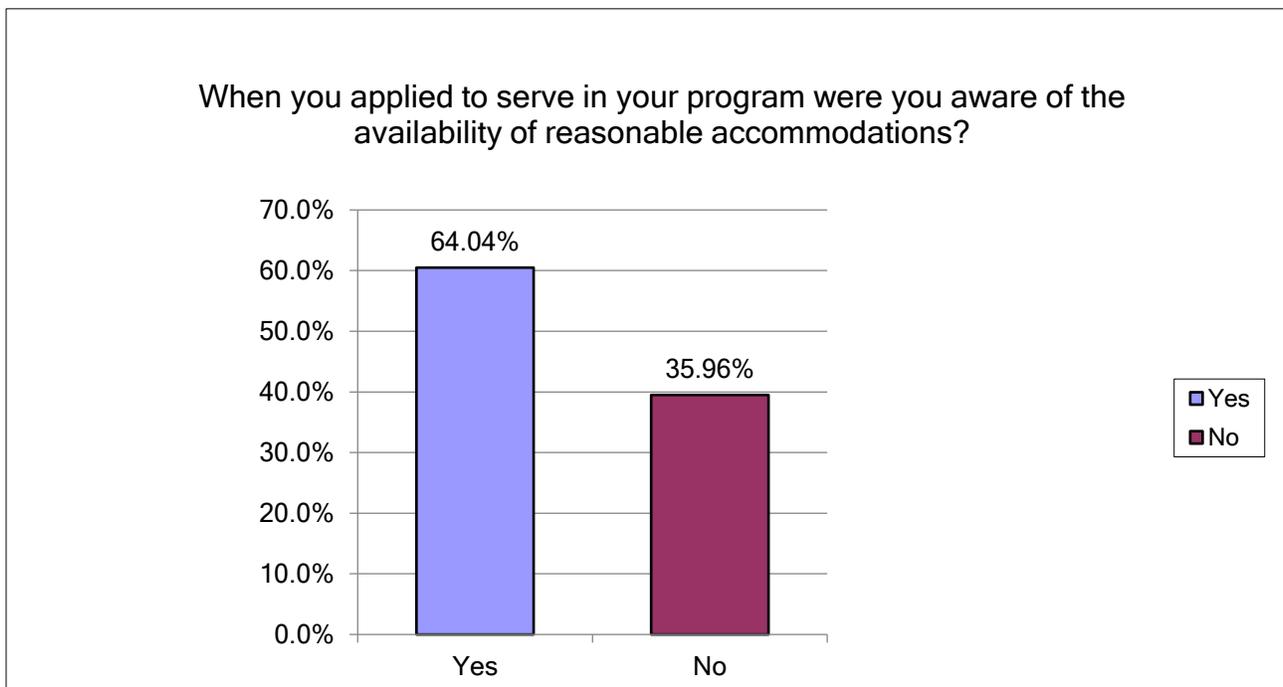
2020 Accommodation Assessment Summary

Context: As a part of an on-going effort to provide reasonable accommodation for AmeriCorps members, an assessment was sent to members to capture if they knew reasonable accommodation was available, disclosed a disability, request an accommodation, and was an accommodation provided if a disability was disclosed. 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 fifth year.

- Jan- May 2020, 267 AmeriCorps members completed the survey, 165 less than 2019 due to COVID-19.
 - 267 identified their stream of service as: 233 (87.3%) AmeriCorps State members, 19 (7.1%) AmeriCorps VISTA members, 2 (0.75%) National Direct members, 13 (4.9%) other, and zero Senior Corps members.
 - 263 identified their year of service: 206 were first year members, 42 were second year members, and 15 were third year/plus members.

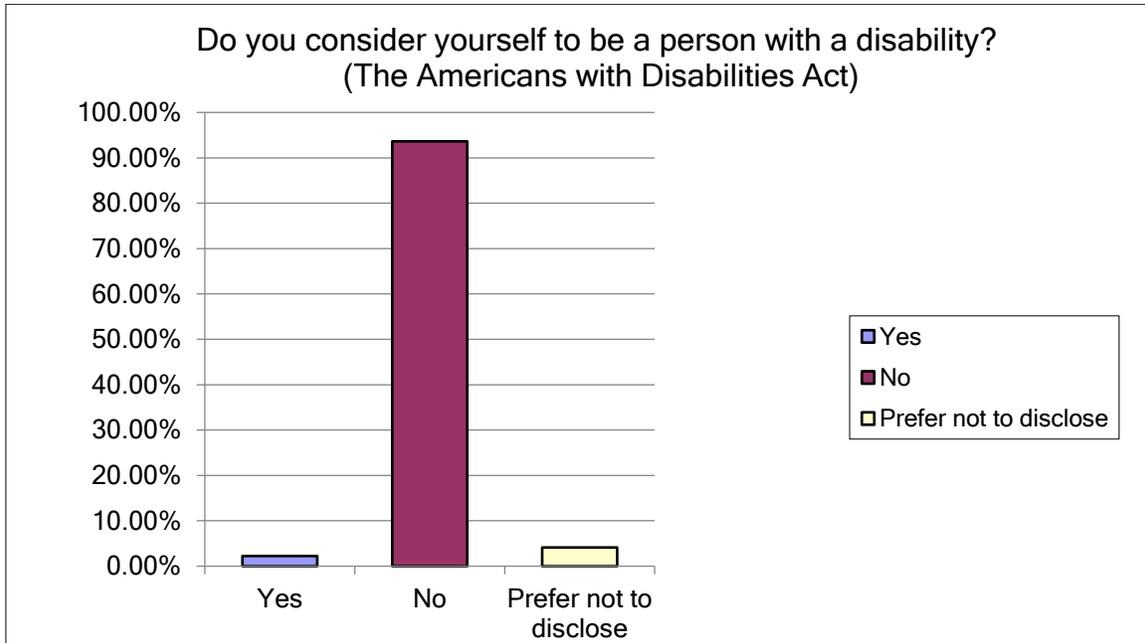
Results: Question #4 - *When you applied to serve in your program were you aware of the availability of reasonable accommodations? *Reasonable Accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities. A reasonable accommodation must: be feasible or plausible for the employer. 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, 171 (64.04%) indicated “Yes” when they applied they were aware of the availability of reasonable accommodation, and 96 (35.96%) 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. OCS will continue to strive to increase awareness to 100%.

Results: 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 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).*

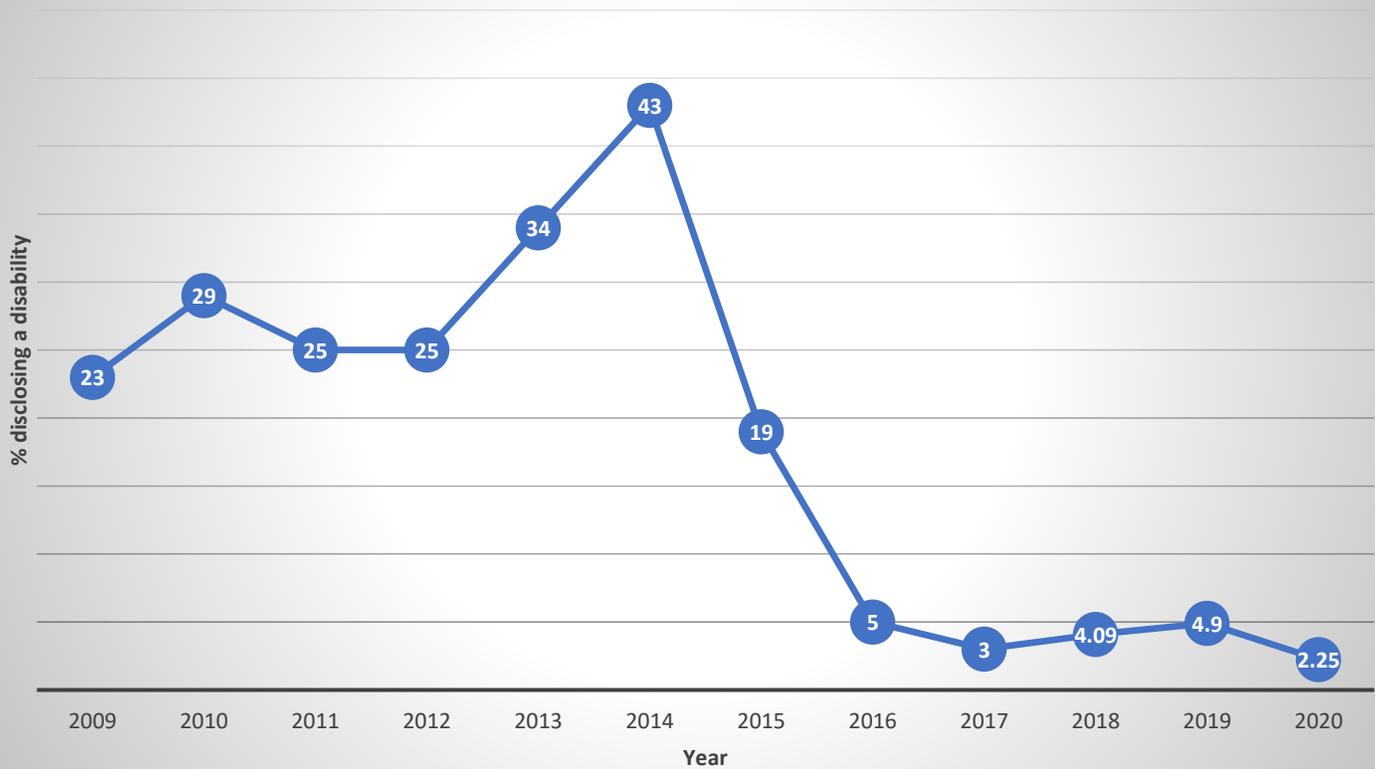


Of 267 respondents, 11 (4.12%) indicated Prefer not to disclose, 6 (2.26%) indicated Yes, and 250 (93.63%) indicated No.

Results: 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.*

- 237 out of 267 respondents answered this question, 30 skipped this question.
- Of the 237 respondents,
 - 191 (80.59%) indicated None
 - 19 (8.02%) indicated Anxiety Disorder
 - 16 (6.75%) indicated Depression
 - 13 (5.48%) 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
 - 9 (3.80%) indicated Prefer not to report
 - 8 (3.38%) indicated ADD or ADHD
 - 3 (1.27%) indicated Asthma
 - *22 extra responses were made under question #6; next year the assessment question will ask for conditions first and the last response will be none. This will help guide the respondent to go through the list first before answering none.
- Of the respondents, 2 (0.76%) requested a reasonable accommodation for their term of service and at least 3 (1.14%) indicated reasonable accommodation was provided to them.

Accommodation Assessment Survey 2009-2020



In conclusion: More respondents (64.04% vs 63%) were aware of the availability of reasonable accommodations for a disability in 2020 than in 2019. OCS will continue to work on increased awareness. Furthermore, 67 respondents (25.09%) were interested in learning more about Disability Rights and Laws, Reasonable Accommodation, Disability Etiquette and Communication, and Disability Awareness. Of those, 5 respondents wanted more specific information.

Due to COVID-19, the Accommodation Assessment survey snapshot was taken a month sooner than the year before and does not include summer AmeriCorps members (267 respondents in 2020 vs. 432 respondents in 2019).

For more information visit www.serve.mt.gov

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[Disability and Accessibility](#)

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