



SELF-ADVOCACY

RIGHTS, LAWS, AND RESOURCES

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Definition: Self-Advocacy

Wikipedia:

- **An important term in the Disability Rights Movement, that refers to people with disabilities taking control of their own lives, including being in charge of their own care in the medical system.**

Know your rights!

The California Fair Employment and Housing Act (FEHA) and the Americans with Disabilities Act (ADA) protect you from discrimination in all employment practices, including:

- **Job application procedures**
- **Hiring**
- **Firing**
- **Training**
- **Pay**
- **Promotion**
- **Benefits**
- **Leave (Time-Off).**

Know your rights!

- **You also have a right to be free from harassment because of your disability, and an employer may not fire or discipline you for asserting your rights.**
- **Most importantly, you have a right to request a reasonable accommodation for the hiring process and on the job.**

Laws that protect your rights

Federal Laws

- **Americans with Disabilities Act (ADA)**
- **Rehabilitation Act**
- **Section 504**
- **Section 508**
- **Individuals with Disabilities Education Act (IDEA)**

Laws that protect your rights

California State Laws

- **Unruh Civil Rights Act**
- **Fair Employment and Housing Act (FEHA)**

Qualified “Person with a Disability”

A person with a disability is an individual with one of the following:

- **A physical or mental impairment that limits one or more major life activities (walking, talking, seeing, learning, breathing, etc.) regardless of mitigating measures needed or not needed;**
- **A record or history of such an impairment; or**
- **Is regarded or perceived as having such an impairment.**

Qualified “Person with a Disability”

In addition to being a person with a disability, the individual must be qualified for the job.

- **Meets job prerequisites (Education, Work Experience, Training, Skills, etc.)**
- **Able to perform the essential functions with or without a reasonable accommodation.**

Reasonable Accommodation Requests

It's timely, interactive, and in good faith.

- 1. Employer & Employee both identify barriers caused by disability.**
- 2. Employer & Employee identify all possible accommodations.**
- 3. Employer & Employee assess reasonableness of each accommodation (effective & equal opportunity).**
- 4. Employer implements appropriate accommodation.**

Reasonable Accommodation Solutions

It's timely, interactive, and in good faith.

- Making existing facilities accessible and usable;**
- Job restructuring;**
- Part-time or modified work schedules;**
- Acquiring or modifying equipment;**
- Modifying tests, materials, or policies;**
- Providing qualified readers and interpreters;**
- Reassignment to a vacant position (last resort)**

California State University's Accessible Technology Initiative

- **“It is the policy of the CSU to make information technology resources and services accessible to all CSU students, faculty, staff and the general public regardless of disability.”**
- **“The CSU is committed to ensuring accessibility of its web sites, web content and web applications for people with disabilities. It is the right thing to do, the smart thing to do, and it is the law.”**
- **www.calstate.edu/accessibility**

To be a successful self-advocate

- **Know your rights**
- **Ask questions (Experts, friends, family, instructors)**
- **Communicate your needs (in-person, in writing, phone, etc.)**
- **Document your experiences (keep a journal)**
- **Respect is key (for yourself and others)**
- **Be persistent!**

Online Resources

- **Albritton Disability Consulting Services LLC:**
<http://www.albritton.us/resources.html>
- **California Foundation for Independent Living Centers:**
<http://www.cfilc.org>
- **Assistive Technology Network:**
<http://www.atnet.org>
- **ADA Home Page:**
<http://www.ADA.gov>
- **Equal Employment Opportunity Commission:**
<http://www.eeoc.gov>

More Online Resources

- **California Department of Justice:**
<http://www.doj.ca.gov>
- **Job Accommodation Network:**
<http://www.jan.wvu.edu>
- **California State University Accessible Technology Initiative:**
<http://www.calstate.edu/accessibility>
- **Section 508 Home Page:**
<http://www.section508.gov>
- **California Department of Rehabilitation:**
<http://www.dor.ca.gov>

Contact Us

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