

Major Responsibilities of the Office of Accessibility and ADA

- Employment Access:
 - Arrange reasonable accommodations for faculty and staff with disabilities, in collaboration with Human Resources.
 - Provide training on reasonable accommodations and disability awareness in the workplace.
 - Work to address systemic barriers that affect employment opportunity for persons with disabilities at MU.
- Program Access:
 - Provide advice and guidance on planning accessible events and programs.
 - Assist with arranging reasonable accommodations for attendees at University events.
 - Investigate event access complaints.
 - Promote education to ensure equal access for persons with disabilities in all University programs.
- Physical Facilities Access:
 - Provide advice on accessibility of existing facilities and design projects.
 - Investigate facilities accessibility complaints.
 - Conduct accessibility walkthroughs of construction and existing facilities.
 - Pursue strategic projects to improve accessibility of campus, in collaboration with Campus Facilities, Parking and Transportation, and the Disability Center.
- Digital Communications Access:
 - Provide advice and guidance on digital accessibility requirements, in collaboration with the ACT Center.
 - Resolve digital access complaints.
 - Pursue strategic projects that improve campus-wide digital accessibility.
- Policy and Practice Development:
 - Participate in the drafting and development of policies that affect the interests of persons with disabilities.
 - Assist departments across campus with developing practices and procedures that ensure access for persons with disabilities and prevent systemic discrimination.
- Education and Campus Climate:
 - Conduct trainings on disability awareness, accessibility, and the ADA.
 - Collaborate with the Disability Center and Chancellor's Committee for Persons with Disabilities to plan events and support student initiatives which foster an inclusive campus climate for persons with disabilities.

Campus partners include:

- Disability Center
- Campus Facilities
- Adaptive Computing Technology Center
- Marketing & Communications
- Parking and Transportation
- Residential Life
- IT

Reasonable Accommodations

In 2016-2017, the Office of Accessibility and ADA assisted with reasonable accommodations for 61 people on campus. These accommodations have ensured the productivity and retention of our most valuable resource: our people.

A few **examples** of common accommodations include: adding microphones to classrooms for faculty with hearing disabilities, assistive technology for staff with vision disabilities, wheelchair accessible desks, “speech to text” software for employees who are unable to type, and ergonomic keyboards and mice for employees with arthritis.

Figures 41-41a. Individuals who Received Assistance with Reasonable Accommodations (Table and Pie Chart)

Faculty	19 (31.1%)
Staff	37 (60.7%)
Others	5 (8.2%)
TOTAL	61

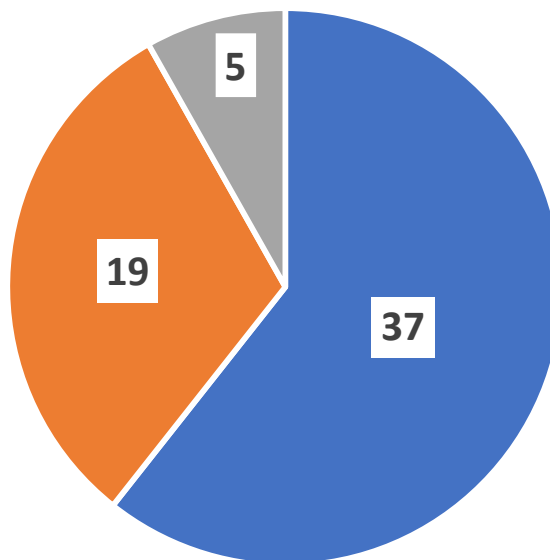
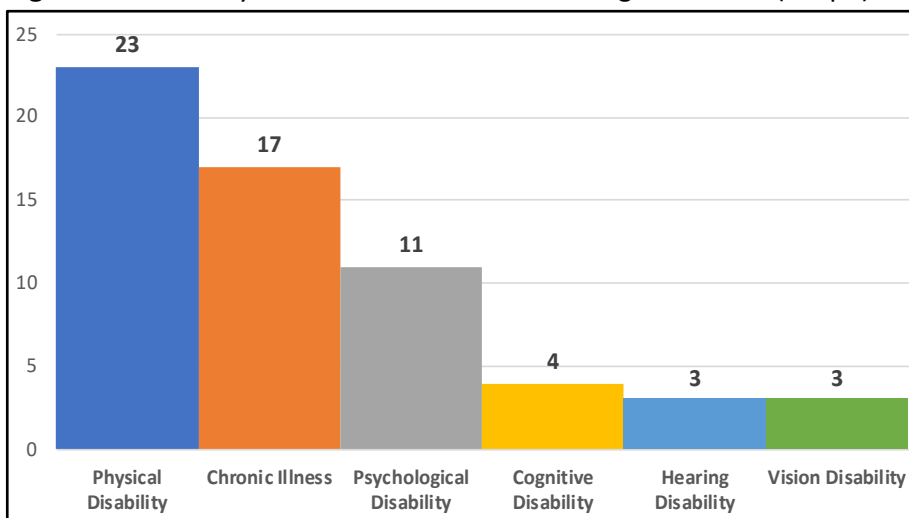


Figure 42. Primary Disabilities of Those Receiving Assistance (Table)

Physical Disability	23 (37.7%)
Chronic Illness	17 (27.9%)
Psychological Disability	11 (18.0%)
Cognitive Disability	4 (6.6%)
Hearing Disability	3 (4.9%)
Vision Disability	3 (4.9%)
TOTAL	61

Figure 42a. Primary Disabilities of Those Receiving Assistance (Graph)



Office of Accessibility and ADA Trainings and Presentations

The ADA Coordinator gave 30 presentations/trainings in 2016-2017:

Figure 43. Presentations by ADA Coordinator (Table)

Digital Accessibility	7
General ADA Compliance	5
Employee Accommodations	8
Event Accessibility	1
Disability Awareness	7
Other	2

Note: Audiences included Chancellor's Staff, Provost's Staff, Dean's Council, supervisors, staff, faculty, and students, as well as members of the Columbia community.

Selected Initiatives and Accomplishments in 2016-2017

- Created the Digital Accessibility Initiative, a campus-wide strategic initiative to improve access to our digital campus, in collaboration with IT, the ACT Center, the Disability Center, and Mizzou Creative
- Formed and adopted the Digital Accessibility Policy
- Implemented the Accessible Signage Initiative, which installed wayfinding signage to help visitors find accessible entrances on 93 buildings and 413 entrances
- Created a standardized Accommodation Plan procedure for accommodations
- Created the State of Accessibility event in collaboration with the Disability Center and ACT Center
- Started a “Central Fund” for accommodations for faculty and staff funded by IDE
- Hired an Accessibility and Accommodations Specialist to support the work of the Office of Accessibility and ADA
- Worked with Residential Life and the Disability Center to draft Service Animal and Assistance Animal guidelines and clarify procedures and processes
- Implemented accessibility improvements at the Missouri Theatre

Future Planning and Goals

To continue to enhance accessibility and inclusion, the Office of Accessibility and ADA planned to advance the following goals and initiatives during the 2017-2018 academic year:

- Create a Digital Accessibility Advisory Board and Digital Accessibility Working Group to oversee the implementation of the Digital Accessibility Policy
- Conduct an accessibility review of all restrooms on campus
- Begin a comprehensive review of accessible parking on campus
- Do outreach regarding the reasonable accommodation process to encourage employee utilization of the Office of Accessibility and ADA
- Begin a disability awareness educational campaign in collaboration with the Disability Center and Adaptive Computing Technology Center
- Collaborate with Human Resources and the ACT Center to ensure accessibility and disability-friendliness of the application, hiring, onboarding, and training platforms for employees
- Replace all “handicapped parking” signs on campus with “accessible parking” signs
- Complete a redesign of the ada.missouri.edu website
- Work with Campus Facilities to revamp and improve the campus accessibility map

Thank you for reviewing this report and supporting our campus.

Contact Information

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