

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 2017-2018, the Office of Accessibility and ADA assisted with reasonable accommodations for 109 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 40-40a. Individuals who Received Assistance with Reasonable Accommodations (Table and Graph)

Employee Type	2016-2017	2017-2018
Faculty	19 (31.1%)	28 (25.7%)
Staff	37 (60.7%)	75 (68.8%)
Others	5 (8.2%)	6 (5.5%)
TOTAL	61	109

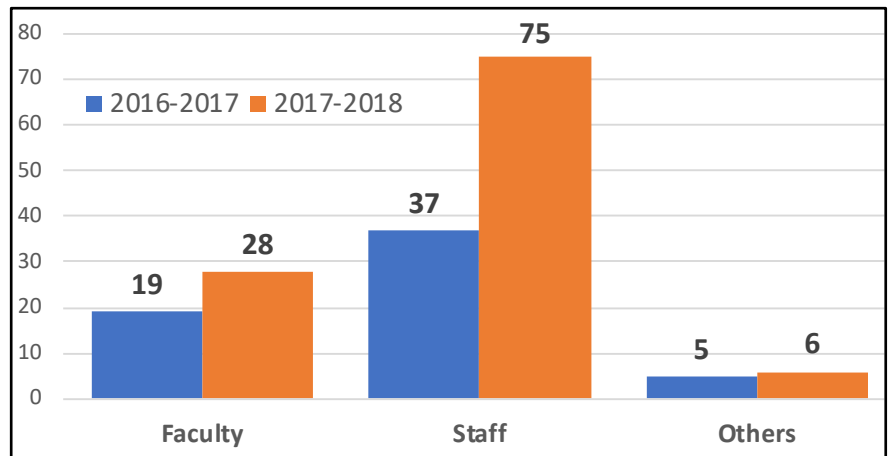


Figure 41. Primary Disabilities of Those Receiving Assistance (Table)

Physical Disability	40 (36.7%)
Chronic Illness	27 (24.8%)
Psychological Disability	25 (22.9%)
Cognitive Disability	10 (9.2%)
Vision Disability	4 (3.7%)
Hearing Disability	3 (2.8%)
TOTAL	109

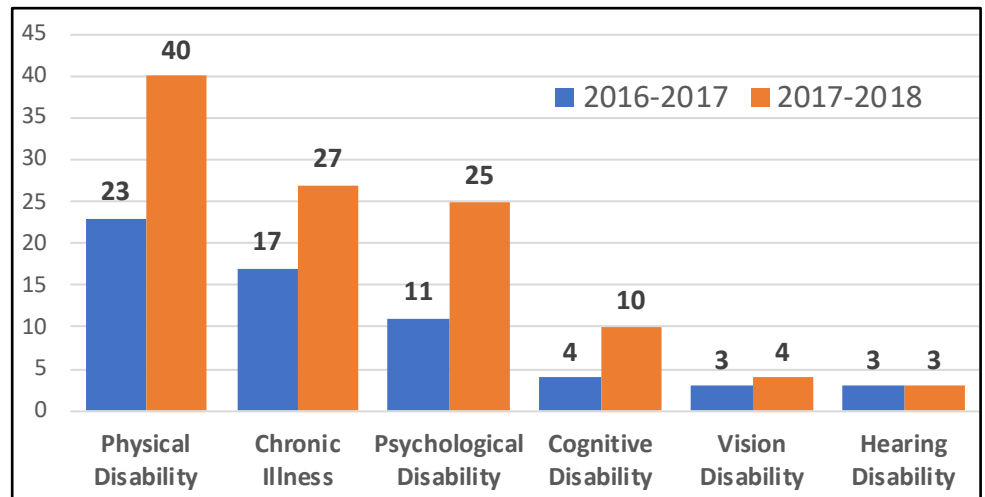


Figure 42. Primary Disabilities of Those Receiving Assistance (Graph) →

Selected Initiatives and Accomplishments in 2017-2018

Training, Education, and Outreach:

- In 2017-2018, staff in the Office of Accessibility and ADA gave 37 trainings on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.
- In 2018, the Office began planning a multi-year, campus-wide disability awareness education campaign in partnership with the Disability Center and Adaptive Computing Technology Center. The campaign launched in Fall 2018.
- In 2018, the Office of Accessibility and ADA launched an accessibility listserv for persons with disabilities on campus to provide regular updates on accessibility barriers and improvements.

Digital Accessibility:

- In 2017, the Office of Accessibility and ADA worked collaboratively to ensure the adoption of a Digital Accessibility Policy to ensure that our “digital campus” is fully accessible to students with disabilities.
- In order to implement this policy, in the 2017-2018 year, we have:
 - Created a Digital Accessibility Advisory Board (chaired by Gary Allen, our CIO) and a Digital Accessibility Working Group to plan for implementation of the policy and manage the initiative long term; and
 - Launched a comprehensive risk assessment which will form the basis of strategic planning for the implementation of the policy
- These efforts will continue to be led by IDE, IT, Communications, and Student Affairs in coming years.

Restroom Evaluation Project:

- In collaboration with Space Planning, the Office of Accessibility and ADA initiated a comprehensive review of all restrooms on campus to gather data about the current accessibility of restrooms and plan for future improvements

Accessibility Improvements:

- Missouri Theater: In 2017-2018, the Office of Accessibility and ADA planned, and implemented a project to replace an inaccessible ramp inside of the Missouri Theater with an accessible ramp, drastically increasing the accessibility of this essential event venue for persons with disabilities. This project was funded directly by the Division of Inclusion, Diversity, and Equity.
- Removal of the Term “Handicapped” from Campus Signage: In collaboration with a student organization—the Mizzou Unity Coalition—the office secured funding for and implemented a project that removed most parking signs using the outdated term “handicapped” from campus, replacing them with new accessible signage. The remainder of this signage will be replaced in 2018.

Accessible Parking:

- In the last campus climate survey, 11% of persons with disabilities on campus cited issues with parking as a barrier. To address this, the Office of Accessibility and ADA - in collaboration with Parking and Transportation – began a comprehensive review of all accessible parking areas on core campus to make recommendations for changes and improvements to parking. These recommendations will be implemented in 2018-2019.

Emergency Preparedness:

- In 2017-2018, the ADA Coordinator began a project with Environmental Health and Safety to re-evaluate emergency planning procedures to ensure that disability issues are considered and strategically planned for. As a first step in this project, the ADA Coordinator assisted with writing an emergency planning template including information about disability that will be distributed to all building coordinators, as well as assisting with rewriting content on the MU Alert website.

Four Campus Collaboration:

- The Disability Center and the Office of Accessibility spearheaded the creation of the “Disability Forward Task Force,” a group of ADA Coordinators and Disability Center Directors from all four campuses, in an effort to increase collaboration on disability-related issues system-wide.

Thank you for reviewing this report and supporting our campus.

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