



COLORADO
Department of Education

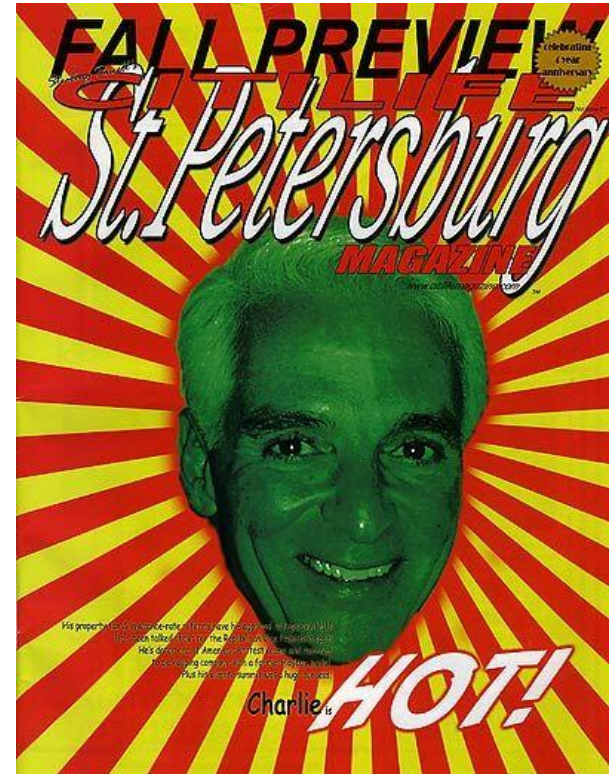
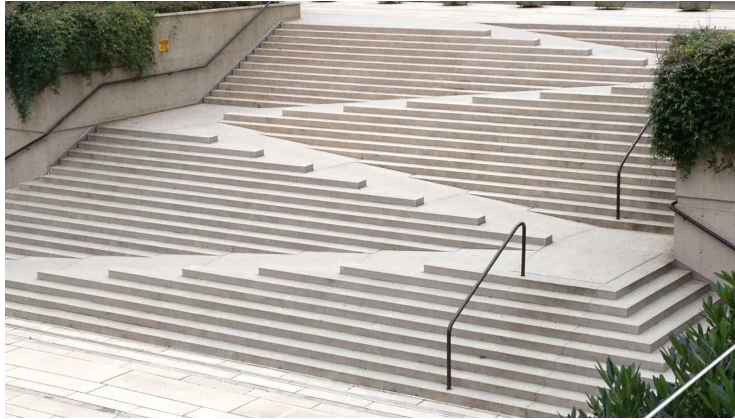
Reaching Every Learner: Discovering the World of Accessibility

Programmatic Accessibility

by

Gaye Horne & Danielle Ongart

What Makes These Pictures Difficult?





Programmatic accessibility means that

the facilities, policies and practices that are part of the delivery of services do not hinder the ability of persons with disabilities to receive the same quality of service as other persons without disabilities.

Three Major Buckets

1) Facilities

In Chat: Do you know where you could recommend changes to your facility?



2) Policies

In Chat: Are you involved in making any accessible decisions on policies?



3) Practices

In Chat: What practices have you changed working with accessibility?





A New Programmatic Accessibility Course & Toolkit

The **course** contains four chapters that build full knowledge about programmatic accessibility.

**The Law,
Disabilities & Etiquette,
Programmatic Accessibility,
How to Evaluate**

The **toolkit** contains an evaluation and action tool.

Both tools provides directions on how to build knowledge that includes facilities, policies, and practices.

Also, the Moodle location includes a presentation guide to share with others within your organization or partners.





Example 1 from the Toolkit

Action: Can you identify the Title II ADA Coordinator?

YES NO

LIST: Click or tap here to enter text

(can be shared business card)

Example 2 from the Toolkit

Action: Does the WIOA program have a service animal policy? YES NO

A sample service animal policy is included as Attachment F.



Course Objective

This is a self-paced, online course that is broken into four (4) chapters, with a varying number of modules within each chapter.

Two Areas Covered By The Course

- Assist with systems change efforts in effectively serving customers with disabilities at Workforce Centers, **Adult Education Centers**, and DVR offices throughout the state of Colorado.
- Helping to ensure programmatic access of Workforce Centers and partner agencies through the dissemination of information, technical assistance materials, common terminology, and options to consider for decision makers of Workforce Areas and Centers including Workforce Innovation and Opportunity Act partners.



Course Chapter Overview



Chapter 1:
ADA Basics and
Title II Overview

Chapter 2:
Disability
Etiquette and
Awareness

Chapter 3:
Programmatic
Accessibility

Chapter 4:
Self-Evaluation
and Transition
Plans

The four-chapter course culminates with a certificate of completion for each user, accessed through the learning platform.



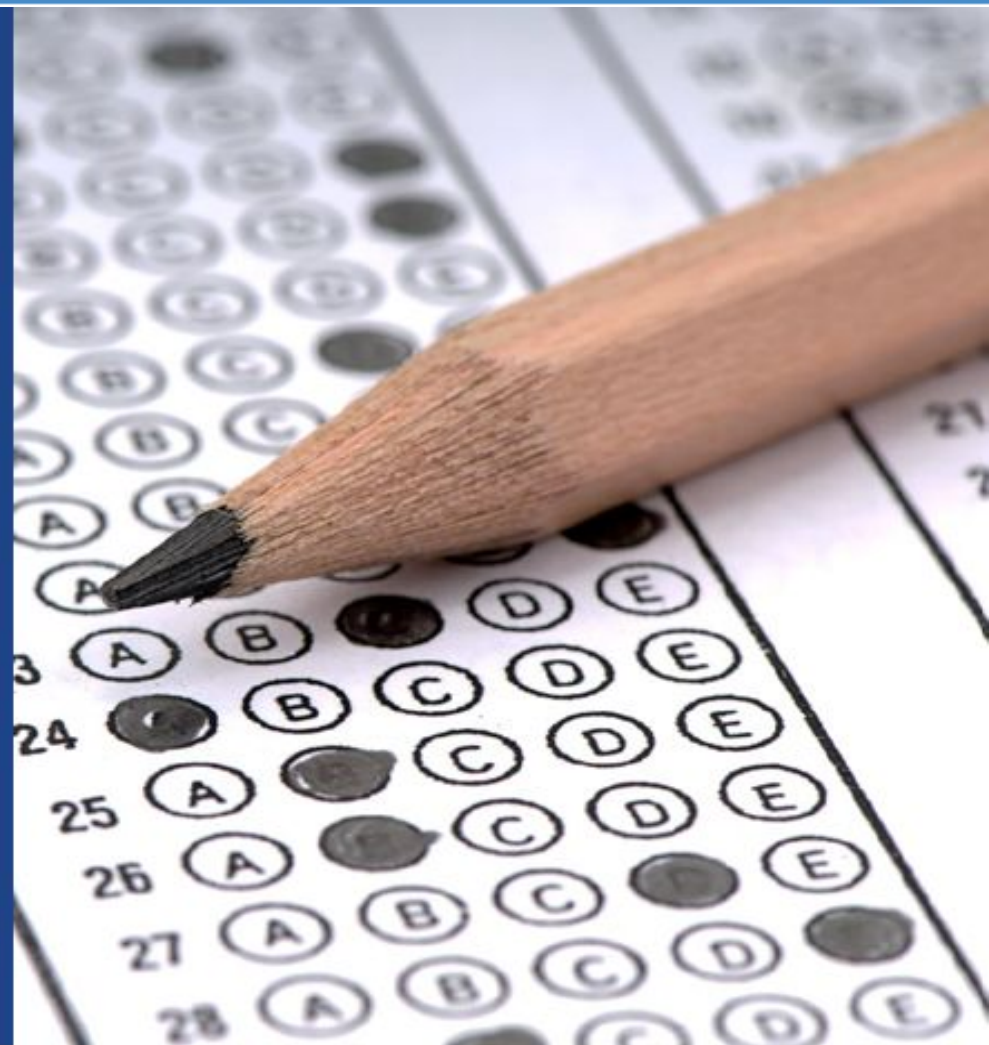
Knowledge Checks



Each chapter concludes with a **knowledge check**

A learner may enter into the knowledge check after each chapter.

A learner may only complete the knowledge check after each chapter.





Course Chapter 1



Approximately 60 minutes, plus knowledge check

This chapter defines the purpose and spirit of the Americans with Disabilities Act (ADA), with specific focus on Title II of the ADA. The chapter details information for compliance for WIOA programs and partners.

Topics

- The five Titles of the ADA
- Title II of the ADA
- Qualified Individuals with Disabilities
- General and eligibility requirements
- WIOA Programmatic Access
- Facilities
- Effective Communication
- ADA Administrative Requirements
- Investigation of discrimination complaints and ADA enforcement





Course Chapter 2



Approximately 60 minutes, plus knowledge check

This chapter is designed to increase awareness of the disability community, provide a better understanding of proper language to use when addressing people with disabilities and address etiquette considerations.

Topics

- Why access matters
- Definition of disability
- Etiquette guideline
- Interacting with people with disabilities
- Deaf etiquette and culture
- Interacting with people with cognitive disabilities
- Language





Course Chapter 3



Approximately 90 minutes, plus knowledge check

This chapter references the [Department of Labor Guide: Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide and reviews the definition](#) of “programmatic accessibility.”

Topics

- Section 188 of WIOA
- Qualified individuals with disabilities
- General requirements and eligibility criteria
- Employment and Reasonable Accommodation in Title I, Employment
- Program Accessibility vs. Programmatic Accessibility
- Effective communication
- Administrative requirements
- Investigation of complaints and enforcement





Course Chapter 4



Approximately 60 minutes, plus knowledge check

This chapter reviews WIOA program and partners' administrative responsibilities and creates an understanding of what needs to be evaluated with these programs (within Title II programs).

Topics

- Application and administration
- 2010 ADA Standards of Accessible Design
- Self-Evaluation of a Program
- Transition Plans





[WIOA Colorado Expert Learning Moodle Site](#)

Anyone may self-enroll in course.

1. In the “Is this your first time here” section at the bottom of the screen, click to create new account.
2. Add a valid email and password
3. Verify your registration through email
4. Click on **Programmatic Accessibility**



Questions



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