

Resources to Recruit, Hire, and Retain Employees with Disabilities

(Available on LHRMA's Website at: <http://lincolnhr.org>)

NEBRASKA RESOURCES

Assistive Technology Partnership

The [Assistive Technology Partnership](#) (ATP) is your statewide go-to resource when you need solutions for:

- Employees needing short-term adjustments while recovering from an injury, surgery or an accident,
- Employees returning to work after experiencing a new disability (e.g., stroke, brain injury);
- Employees with disabilities who are new to your organization, and
- Employees with disabilities or are changing jobs or responsibilities and need adjustments.

Contact ATP toll free at 888-806-6287 for:

- Worksite assessments,
- Information on job accommodations,
- Adaptive equipment demonstrations to explore features, operation and cost,
- Borrow equipment to try before you buy on at4all.com, and
- Schedule a visit to a demonstration center and spend hands-on time with equipment.

Assistive Technology For All (AT4ALL)

AT4ALL is a service of the Assistive Technology Partnership. Here you can find equipment for all ages available for loan, demonstration, free or for sale. Browse, stay informed with announcements, and check out the latest equipment in "View New Items" and "Featured Equipment." Watch staff demonstrate equipment on You Tube! Short-term, 30-day loans of equipment and devices are offered at no cost. Donated equipment is sometimes given away free of charge. Individuals may sell equipment that is no longer needed, buy something from someone else, or list desired items.

National Federation of the Blind of Nebraska

Organized on January 31, 1971, the [National Federation of the Blind of Nebraska](#) (NFBN) is an organization devoted to helping blind individuals reach their full potential. They help blind residents of Nebraska obtain information about jobs and other training opportunities as well as assist them in finding solutions to problems that they encounter in everyday life. They also work to insure equality for all visually impaired residents of Nebraska by working to pass legislation on the local, state, and national Level. The NFBN is the Nebraska State affiliate of the National Federation of the Blind.

Nebraska Commission for the Blind and Visually Impaired

The [Nebraska Commission for the Blind and Visually Impaired](#) (NCBVI), help blind and visually impaired Nebraskans achieve full and rewarding lives through independent living skills and assisting with finding employment in Nebraska and across the country.

NCBVI provides the training, counseling, and resources needed for a positive understanding of blindness and visual impairment. Their website provides information about the Commission and also about blindness in general: for blind and visually impaired individuals, their families, businesses seeking job candidates to fulfill Nebraska employment needs. Click here for [NCBVI's brochure for businesses](#) and [Workplace Successes: Employers Speak Out](#).

Nebraska Commission for the Deaf and Hard of Hearing

The mission of the [Nebraska Commission for the Deaf and Hard of Hearing](#) (NCDHH) is to provide advocacy, communication access and information to enhance awareness and services for improving the quality of life for all who experience hearing loss. Individuals/consumers who live in Nebraska can borrow assistive devices (e.g., amplified phones, personal listening device, teletypewriter) for up to three months through their Assistive Devices Loan Program.

NCDHH's website has information about [resources](#) such as equipment, interpreting, community resources, and deaf-blind services.

Nebraska Vocational Rehabilitation

Since 1921, the Nebraska Vocational Rehabilitation (VR) program has helped people with disabilities join the workforce. Their team of experts provides direct services for employers and people with disabilities that lead to employment. VR provides services to U.S. citizens, lawful permanent residents, and refugees/asylees who have legal employment authorization documents.

[Information for Employers](#). VR can assist businesses by providing pre-screened applicants, providing follow-up and support after the hire, providing job modification and barrier removal, and acting as a tax incentive resource.

- [FAQs](#)
- [How VR can save you money and time](#)
- [National Employer Network](#)
- [What Employers are Saying](#)

For more information about working with VR, please call the [Service Office](#) in your area or call the State VR Office in Lincoln at 1-402-471-3644 or toll free 1-877-637-3422 (1-877-NE REHAB) (Nebraska only).

FEDERAL RESOURCES

ADA.gov

[ADA.gov](https://www.ada.gov/) provides information and technical assistance on the Americans with Disabilities Act. The site includes resources such as a Guide to Disability Rights Laws, ADA questions and answers, ADA Guide for Small Businesses, ADA Standards for Accessible Design, and much more. You will also find links to other helpful resources.

ADA National Network

The [ADA National Network](https://www.ada.gov/ada-national-network/) provides information, guidance and training on the Americans with Disabilities Act. The network is tailored to meet the needs of business, government and individuals at local, regional and national levels. It consists of ten Regional ADA National Network Centers located throughout the United States that provide local assistance to ensure that the ADA is implemented wherever possible. Nebraska is included in [Region 7](#) along with Iowa, Kansas and Missouri.

Disability.gov (Office of Disability Employment Policy, U.S. Dept. of Labor)

Disability.gov is the federal government website for comprehensive information on disability programs and services in communities nationwide. The site links to more than 14,000 resources from federal, state and local government agencies; academic institutions; and nonprofit organizations. You can find answers to questions about everything from Social Security [benefits](#) to [employment](#) to affordable and accessible [housing](#).

Building an Inclusive Workforce

[Building an Inclusive Workforce](#) is a four-step reference guide to recruiting, hiring and retain employees with disabilities. It is published by the [Office of Disability Employment Policy](#), U.S. Department of Labor.

Job Accommodation Network (JAN)

[The Job Accommodation Network](https://www.asa-hhs.gov/) is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. Here are some examples of JAN resources:

[Employers' Practical Guide to Reasonable Accommodation Under the ADA](#) - This easy to read guide is written in a Q&A format. It provides information on everything from ADA basics to accommodations requests to policy issues.

[Job Accommodation Network 2011/2012 Free Webcast Series Schedule](#) - In-service trainings on disability etiquette, assistive technologies, management techniques, and the latest on accommodations and the employment provisions of the ADA

[Searchable Online Accommodation Resource](#) - JAN's Searchable Online Accommodation Resource (SOAR) system is designed to let users explore various accommodation options for people with disabilities in work and educational settings.

[SNAP! Your Website Into Shape](#) - Learn practical tips for making sure your website is accessible.

[Workplace Accommodations: Low Cost, High Impact](#) - The broadened definition of disability under the ADA means more employees will likely be entitled to workplace accommodations. Learn about how to accommodate employees in a low cost manner that also positively impacts the workplace.

[JAN Fact Sheet on the Interactive Process for the Federal Sector](#) - The Rehabilitation Act of 1973 requires the Federal sector to provide effective, reasonable accommodations for employees with disabilities. To help in doing so, the Equal Employment Opportunity Commission (EEOC) recommends that agencies use an "interactive process" — which simply means that employers and employees work together. Understanding this process is essential for Federal agencies to comply with Executive Order 13548.

[JAN Fact Sheet on the Interactive Process](#)

According to the Equal Employment Opportunity Commission (EEOC), the interactive process is not necessarily required under the Americans with Disabilities Act (ADA), but from a legal standpoint, going through such a process is a way for employers to show that they are making a good faith effort to comply with the law. And from a practical standpoint, it is a way to streamline the process and ensure effective accommodations are provided.

Project Action

[Project Action's](#) mission is to promote universal access to transportation for people with disabilities under federal law and beyond by partnering with transportation providers, the disability community and others through the provision of training, technical assistance, applied research, outreach and communication.

Tax Credits & Deductions for Employment of People with Disabilities

There are [three tax incentives](#) available to help employers cover accommodation costs for employees and/or customers with disabilities to make their business environment accessible for these individuals.

The [Work Opportunity Tax Credit Solution](#) is a tax credit based on the percentage of qualified wages paid to a qualified new employee for the first year of employment only. New hires from eight groups, including those referred by Vocational Rehabilitation, may qualify.

U.S. Department of Labor – Office of Disability Employment Policy

The U.S. Department of Labor’s website includes links to [disability resources](#). Here’s a sampling:

- [Communicating With and About People with Disabilities](#) includes tips for communicating with individuals with various disabilities (i.e., visual, hearing, mobility, speech, cognitive).
- [Office of Disability Employment Policy](#) opens access to training, education, employment supports, assistive technology, and more.
- [Employment & Training Administration](#) provides grant programs and other services to enhance the employment opportunities of people with disabilities.

U.S. Dept. of Veterans Affairs – Vocational Rehabilitation & Employment Service

The Department of Veteran Affairs's Veteran Benefits [Administration's Vocational Rehabilitation and Employment \(VR & E\) Program](#) is a national employment resource for employers. The VR & E Service provides effective vocational rehabilitation services to veterans with service-connected disabilities, enabling our injured soldiers, sailors, airmen, and other veterans with disabilities for a seamless transition from military service to a successful rehabilitation and on to suitable employment after service to our Nation.

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