

Optimizing the Deaf and Hard of Hearing Teammate and Athlete Experience

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Quick, tense your shoulders.

Lift them an inch or two higher than normal.

Hold this tension for about 15 seconds, then let go.

Tense your shoulders again.

This time, stick your head forward at an awkward angle and squint.

Do not stop until I tell you to stop.

How do we drive **change**?

Accommodations Defined

“... the process of adapting or adjusting to someone or something...”

At a Glance: Which Laws Do What?



Three federal laws protect the rights of individuals with disabilities, which can include people with learning and attention issues. Here's what these laws do.

IDEA

Individuals with Disabilities Education Act

A federal law that requires schools to provide special education and related services to kids with disabilities who require them

ADA

Americans with Disabilities Act

A civil rights law that protects qualified individuals with disabilities

Section 504

Section 504 of the Rehabilitation Act

A civil rights law that prohibits discrimination on the basis of disability

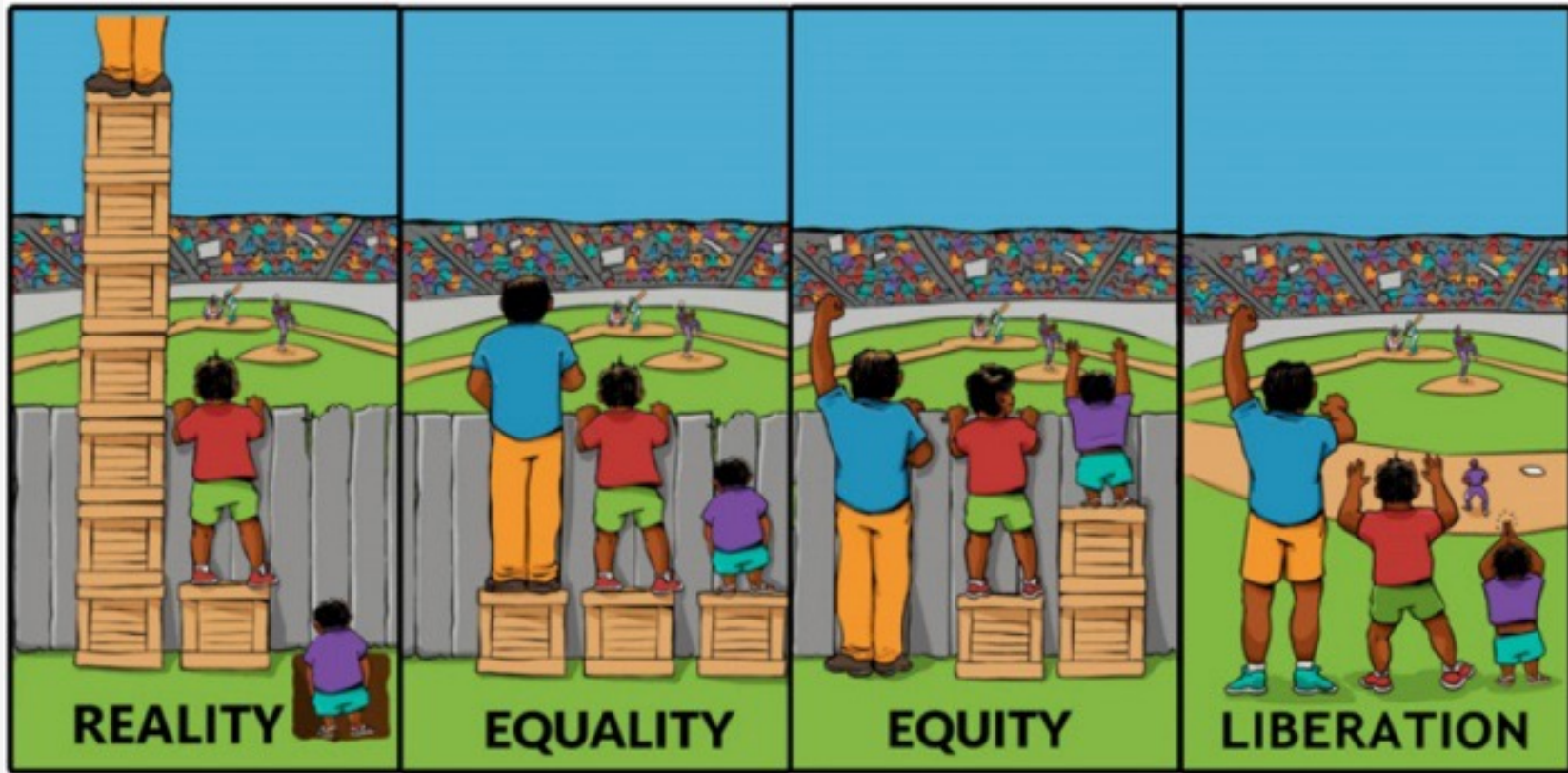
Understood

for learning & attention issues

For more tips and resources, go to [understood.org](https://www.understood.org)

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WHAT IT PROVIDES	IDEA	ADA	504
Legal rights for people with disabilities, which may include accommodations	✓	✓	✓
Special education and related services (such as speech therapy or counseling) that meet the individual needs of students	✓		
An Individualized Education Program (IEP) for eligible students	✓		
A requirement that public schools identify and evaluate, at no cost to parents, kids suspected of having a learning disability	✓		
Education funding for schools	✓		
A requirement that schools give prior written notice before making changes to students' services	✓		
A "stay put" provision, which keeps students' services in place while parents and schools resolve IEP disagreements	✓		
Freedom from discrimination in the workplace (with the exception of workplaces with fewer than 15 employees)		✓	
A free and appropriate public education (FAPE) in the least restrictive environment (LRE) (usually a general education classroom) for kids with disabilities	✓		✓
Procedural safeguards to protect the student's rights, spelling out what the schools can and can't do when evaluating and providing special education and related services	✓		✓
Due process for resolving disagreements between parents and schools	✓		
Freedom from discrimination at private schools (including colleges and universities) that receive federal funding		✓	✓
A 504 plan for eligible students			✓



Accessibility Defined

“The quality of being easily reached, entered, or used by people who have a disability.”

Functionally Equivalent Experiences

How do we drive
functionally equivalent experiences?

Systemic **Barriers**

Communication **Preferences**

American Sign
Language



English

Lipreading is **not always effective**.

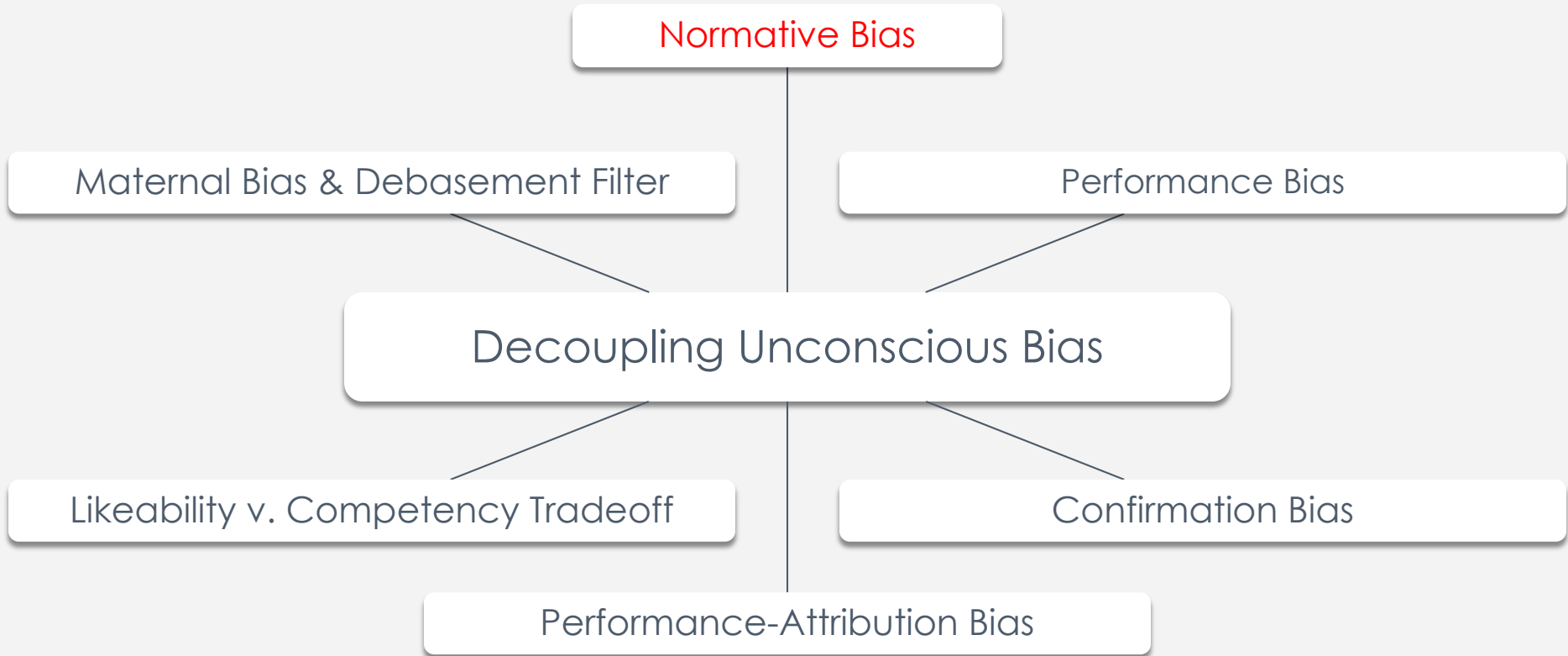
Communication Best Practices

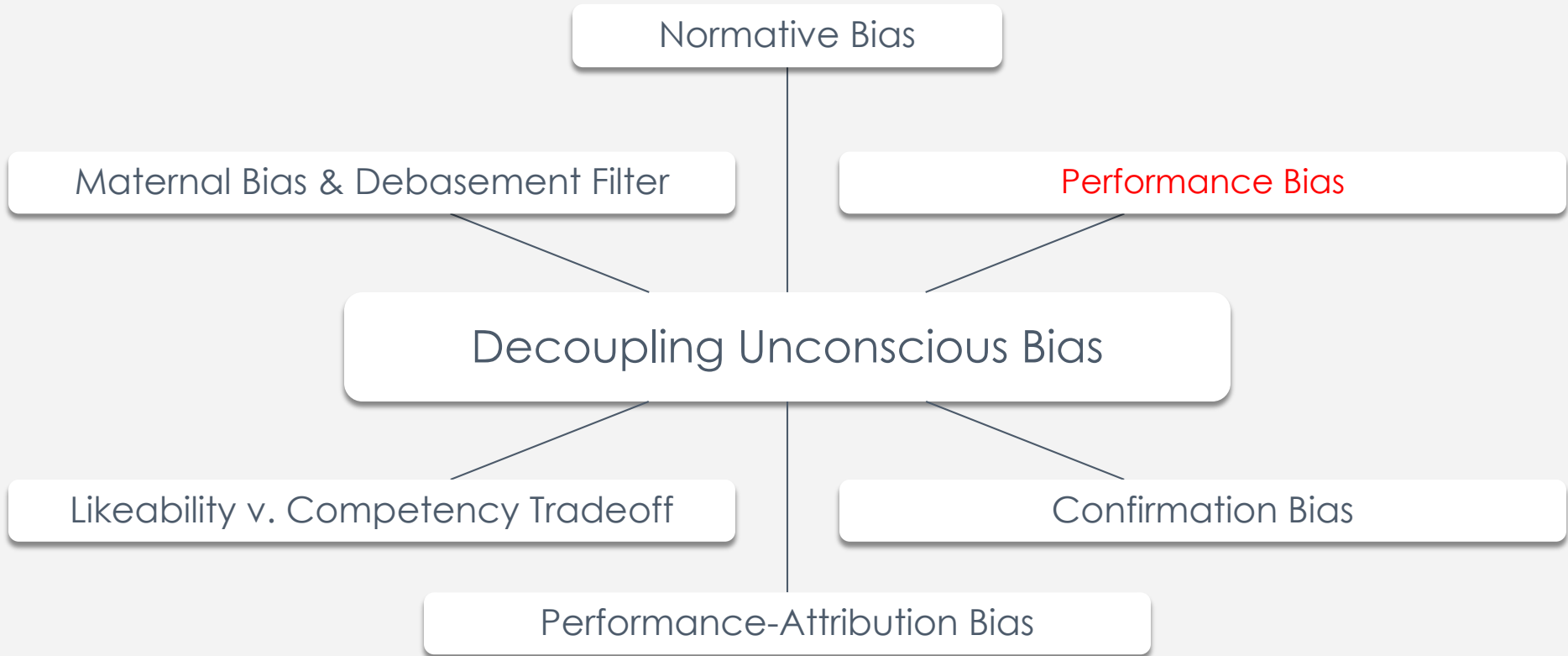
- ❑ Engage in communication that works for the individual
- ❑ Ask preferred ID
- ❑ Primary consideration - auxiliary aids and services
- ❑ Direct communication to individual
- ❑ Self-identify before speaking during meetings
- ❑ Eye contact
- ❑ Remain conscientious re: potential differences and preferences
- ❑ Challenge status quo

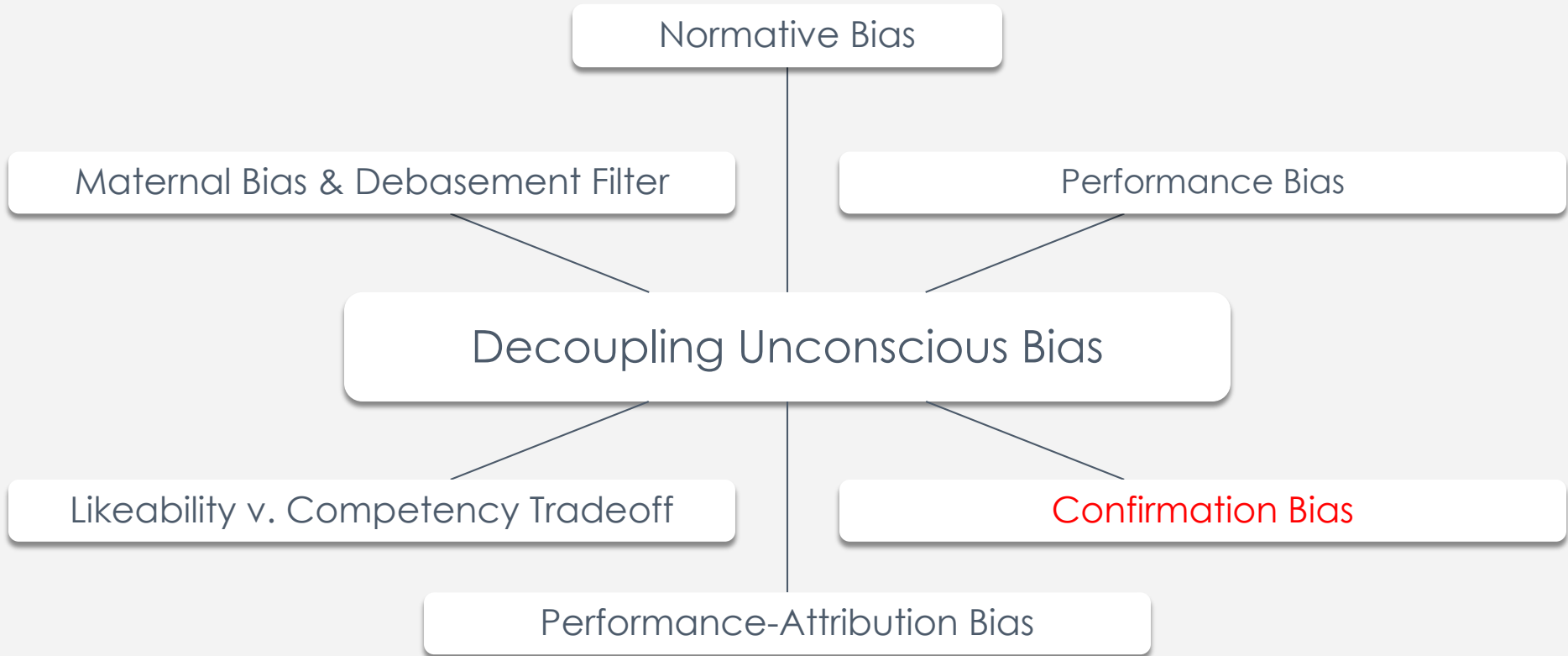
Infrastructure **Requirements**

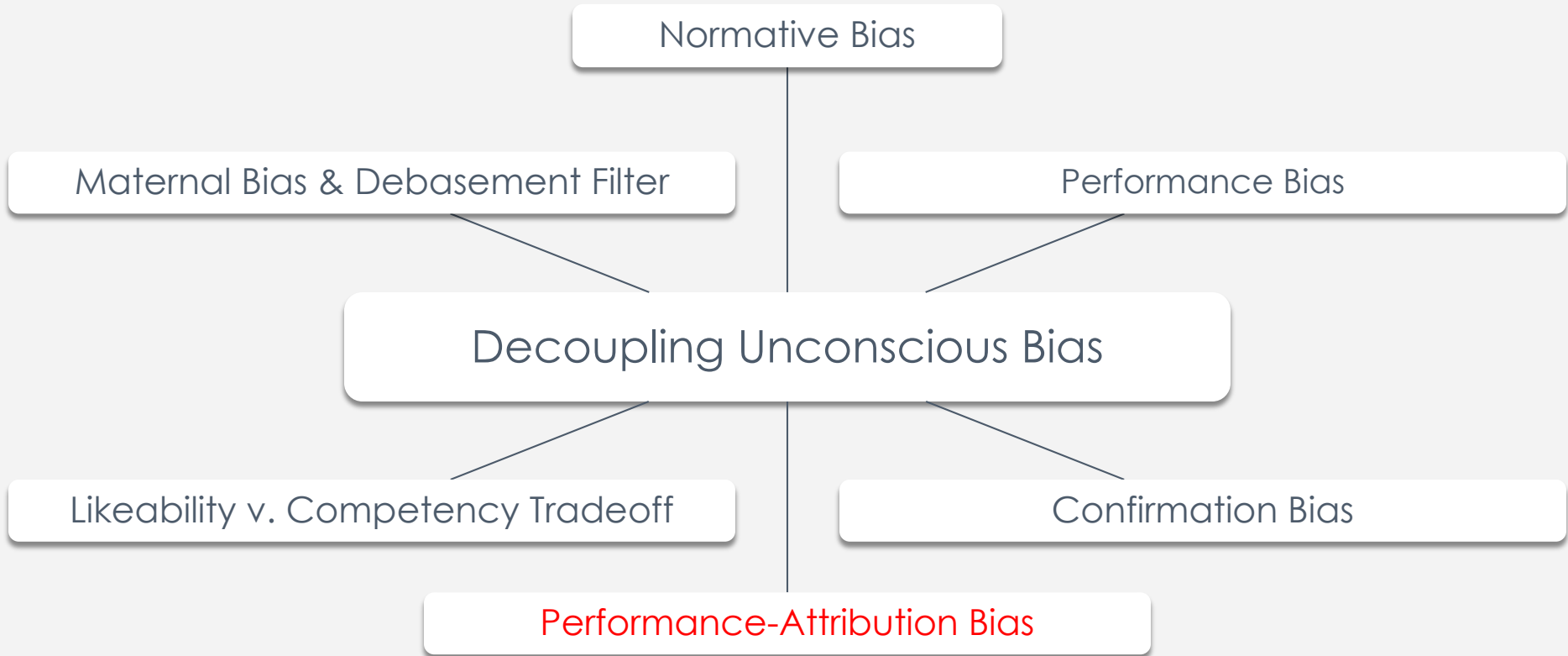
We are drawn to details that **confirm**
our existing perspectives.

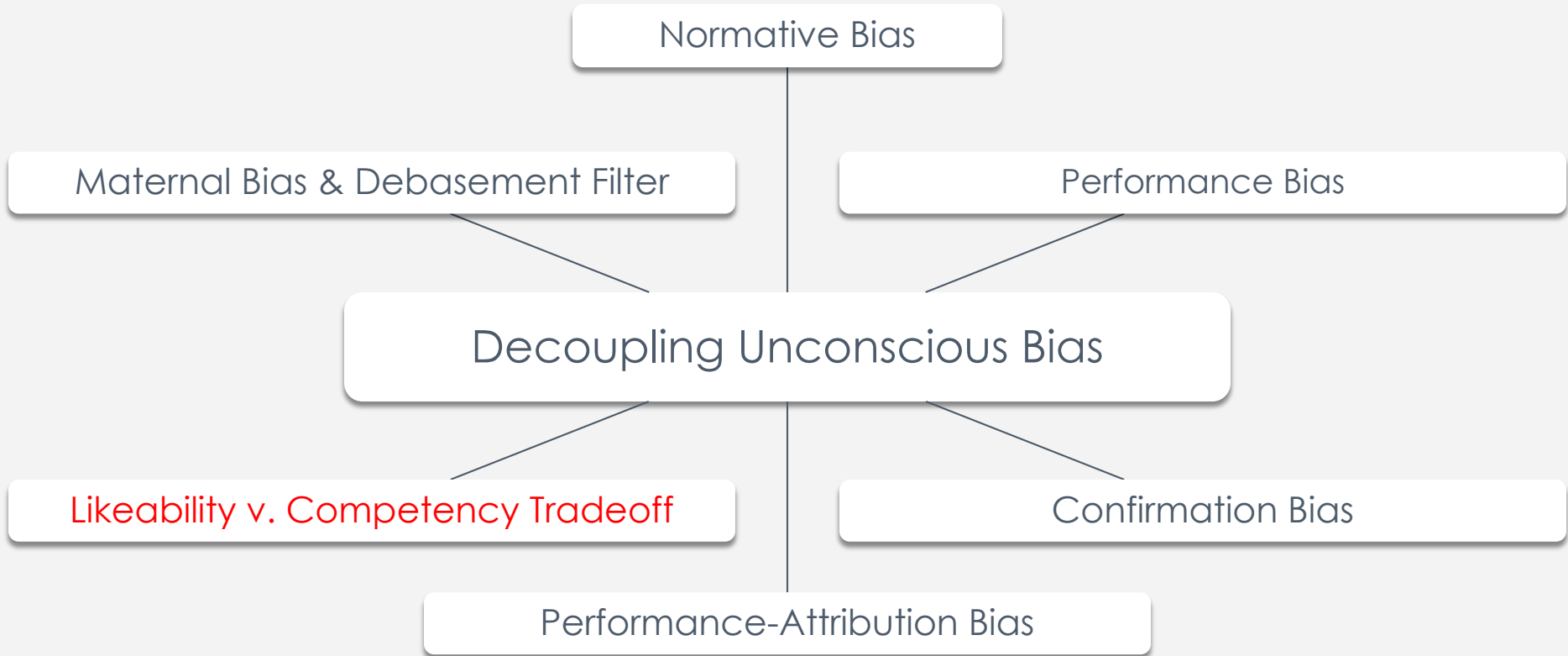
Addressing Unconscious Biases

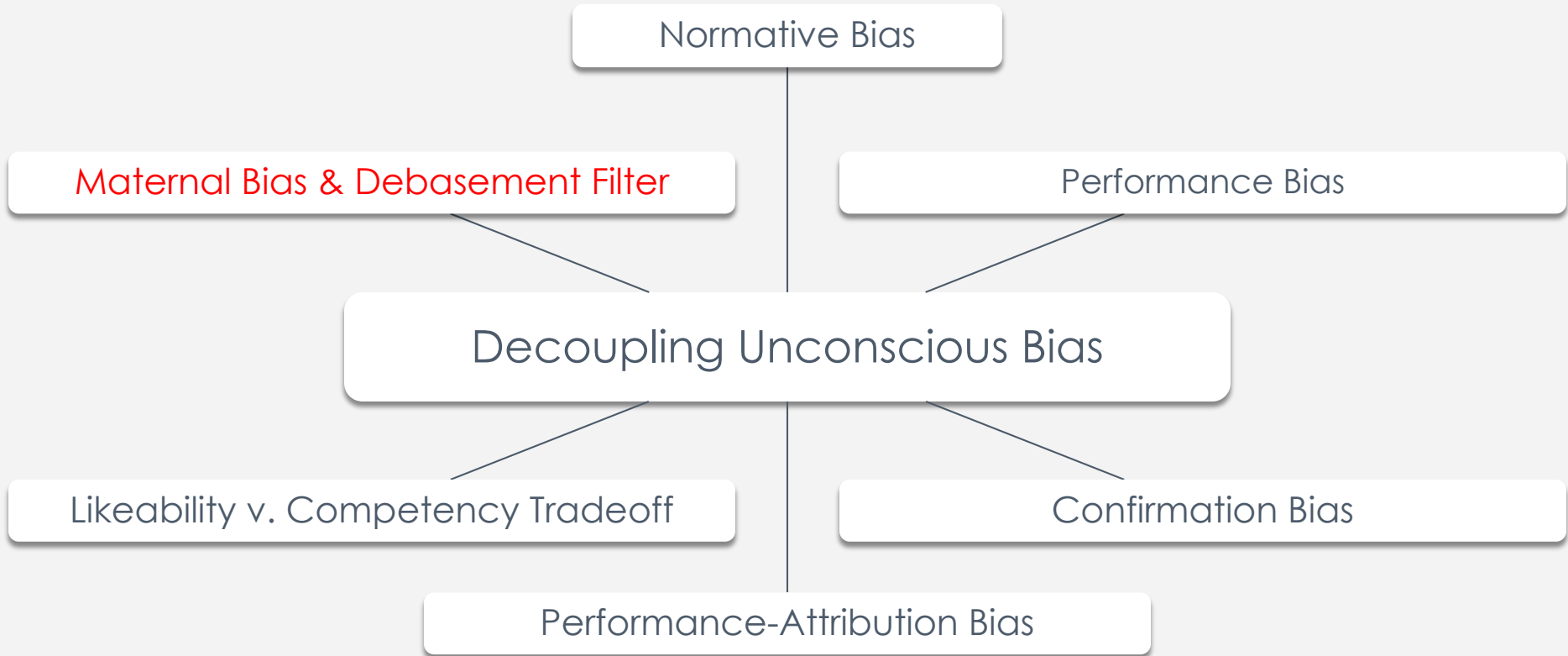












Privilege **Exists**



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