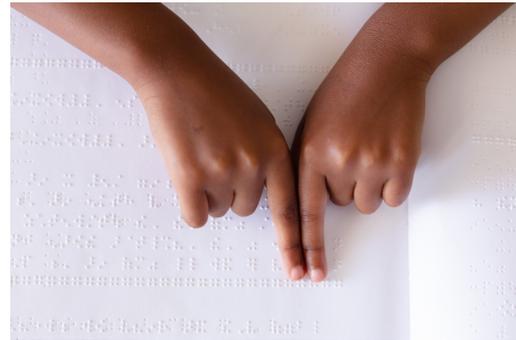


Rights and Responsibilities Change After High School

For students who want a job

IDEA: Individuals with Disabilities Education Act

- The **Individuals with Disabilities Education Act**, or **IDEA**, is a law that protects students with disabilities while they are in school.
- It requires public schools to give you a **free** and **appropriate education**.
- If you are eligible, an **Individualized Education Program**, or **IEP**, is written for you.



Section 504 of the Rehabilitation Act

- **Section 504 of the Rehabilitation Act** protects people with disabilities.
- It says that they should be treated fairly in school and the workplace.
- If you are an eligible high school student, a **504 Plan** will explain the accommodations you need.



ADA: Americans with Disabilities Act

- The **Americans with Disabilities Act**, or **ADA**, is a law that says people with disabilities should be treated fairly in school, in the workplace, and in the community.
- The employer must provide **reasonable accommodations** to an employee.



IEP: Individualized Education Program

- A plan written by students, teachers, and their families that includes needs, strengths, goals and supports for a student.



504 Plan

- A plan written by teachers and parents that includes what **accommodations students will need at school**



Reasonable Accommodations in the Workplace

- A **reasonable accommodation** means a change to the work that supports a person with a disability to do their job.
- The accommodation is reasonable if it is not too hard or costs too much money to implement.
- It is your responsibility to ask for accommodations you need.
- If you want **accommodations**, you have to **disclose your disability** to your employers. This means you have to tell them how your disability impacts your work and what accommodations you need.
- Your employer has to give you an accommodation if you need it be able to do your job and it is reasonable.
- You have to have the skills to be **qualified** for the job.
- Your employer **does not** have to take away job responsibilities.



Wrap Up

- There are differences between **accommodations** in school and in the workplace.
- IDEA only applies to kindergarten through high school.
- You are protected by **ADA** and **Section 504** in the workplace.
- This means you can't be treated unfairly because of your disability.
- If you need an accommodation at work, you will need to tell your supervisor.
- Employers have to give accommodations to workers but only if they are **reasonable** and help the worker.

KEEP READING FOR MORE DETAILS





Individual with Disabilities Education Act (IDEA)

- Protects students with disabilities while they are in the public school system
- IDEA is a federal special education law that requires schools to provide a free and appropriate education to students with disabilities
- When students are eligible, an Individualized Education Program (IEP) is written by a team of people who work at the school, the student, and the student's family or other service providers

Example: Nora's teachers met and decided that Nora needed extra time to take tests because her disability impacts her reading speed

- IEPs may include the student receiving specific intervention in areas of need
Example: Nora goes to a small group for math instruction taught by a special education teacher three times a week

Section 504 of the Rehabilitation Act (Section 504)

- Protects individuals with disabilities from discrimination in school and the workplace
- Section 504 is a law that protects the rights of individuals with disabilities from discrimination in a public program that receives money from the government, which includes public schools
- A 504 plan is developed when a student needs certain accommodations or modifications in school or a learning environment, but not a special education program

Example: Joey can only wear one type of shoe because of how his disability impacts his walking. His 504 plan allows him to wear these shoes even though they do not meet the dress code

Americans with Disabilities Act (ADA)

- Protects individuals with disabilities from discrimination in school and the workplace
- ADA is a federal civil rights law that says an employer cannot discriminate against qualified applicants and employees because of a disability
- Applies to employers with 15 or more employees



- The ADA's definition of a disability is someone who:

Has a physical or mental impairment that limits one or more major life activities

Example: *Ali has a disability that limits her ability to read and write*

Has a record of impairment

Example: *Ali has a report about her disability from her doctor*

Is viewed as having the impairment

Example: *Ali has chosen to tell her supervisor about her disability and her supervisor understands that she has this disability*

Employer must provide a reasonable accommodation to an employee unless it can show that accommodation would impose undue hardship

Example: *An employee with a visual impairment could not require a night club to install bright lighting since that lighting is crucial for their business.*

Main Ideas

- IDEA doesn't apply to the workplace
- The purpose of IDEA is to make sure that students with disabilities have equal access to education and are successful in kindergarten through 12th grade
- The purpose of Section 504 is to protect the rights of individuals with disabilities in any public program, this includes schools
- Schools can't turn away students who have disabilities
- Schools are responsible for identifying students with disabilities and providing services that give an equal opportunity to an education
- Schools are responsible for creating a plan for services and accommodations that are individualized for students with disabilities
- Parents are not required to be involved in the interview or employment process
- If an accommodation is needed in the workplace, the employee has to ask their supervisor. It is not the supervisor's responsibility to start the



conversation

- If an employee makes a request for accommodations, The ADA requires employers to consider reasonable accommodations that would remove the barrier for the employee

Example: An employer might consider that having a tablet where text could be made larger would help an employee who is visually impaired.

- Reasonable accommodations in the workplace are meant to give everyone the same opportunity, but does not mean employers have to provide services or instruction

Example: In high school, Shawn had speech therapy two times a week from a school therapist. At her job, she uses a tablet to communicate. Her employer does not have to provide speech therapy to her, but it does have to allow her to use a tablet

- According to the ADA, employers don't have to take away necessary job responsibilities for people with disabilities

Example: An employee asks to have the responsibility of delivering food to tables removed because they are not able to carry the tray. The employer doesn't have to remove this responsibility, but may be able to provide a cart for the employee to push as an accommodation.

- If someone with a disability is not qualified for a job, employers do not have to change the job requirements

Example: Someone who can't swim doesn't meet the job requirements to be a lifeguard