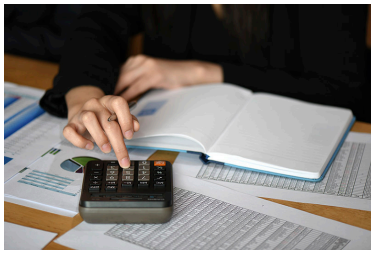
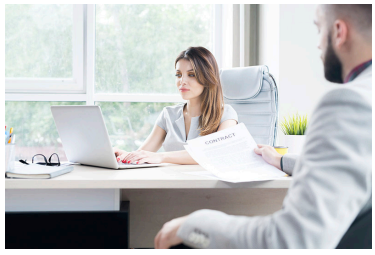
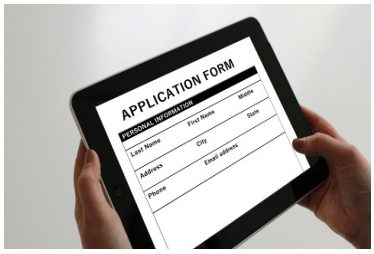
Rights and Responsibilities Change After High School

Name: _____

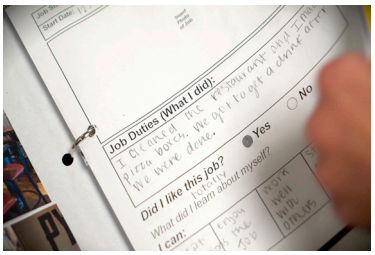
Abilities	The skills someone has
Accommodations 	A change made to the way a job is completed or how a work environment is accessed in order to provide support to an employee so that the employee can complete their job (Examples: equipment, flexible schedules, building access)
ADA (Americans with Disabilities Act)	(Americans with Disabilities Act) A law that guarantees rights for a person with a disability
Appointment	An agreement to meet someone at a specific time and place

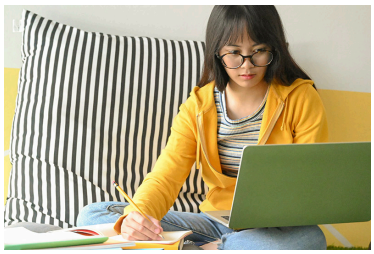
Barrier	Obstacle a person faces
Casual	When a person behaves in a relaxed way
Communicate	To give or receive information through talking, listening, body language, or written formats like emails
Confidential	Private
Disability Disclosure 	When a person with a disability tells someone about their disability

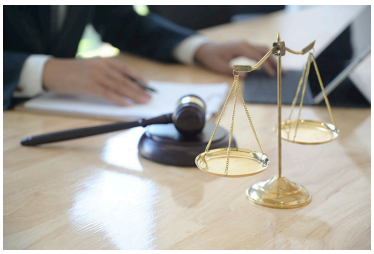
Educational Performance	How a person does in school
Employee	A person or company that pays people for working and doing a specific job
Expectations	Beliefs that something will happen
IDEA (Individuals with Disabilities Education Act)	(Individuals with Disabilities Education Act) A law that requires each student get a free public education and receive special services if they need them
IEP Individualized Education Plan	(Individualized Education Program) A program that identifies your disability, your strengths, your needs and challenges, and the services your school will provide for you

Informed Decision	A knowledgeable conclusion
Interests	Things that a person enjoys
Interview	A meeting between an employer and job applicant
Job Application 	A form that a person applying for a job fills out so that the employer can
Job Requirements	Skills necessary for a certain position

Modifications	Changes that are made
Needs	Specific requirements for a person
Outcome	The end result
Permission	To ask someone about something before you do it
Personal Information	Facts about a person

P.I.N.S. 	An acronym that stands for Preferences, Interests, Needs and Strengths, which are all important for finding a job that is a good fit
Portfolio 	A collection of documents or projects that represent a person's skills or accomplishments
Pre-Employment Transition Services (Pre-ETS) 	Services for high school students with disabilities that help prepare them for a job
Preference 	Liking one thing more than the other
Professional 	When a person behaves in a positive, respectful, and reliable way in the workplace

Pros and Cons 	Thinking about the advantages and disadvantages to help you make a decision
Pre-ETS Providers (Pre-Employment Transition Services Providers) 	Instruct students ages 14-22 to prepare them for the transition from high school to career, which could include postsecondary education, training or employment
Reasonable Accommodations 	Any change that an employer makes to a job or workplace that helps a person with a disability do their job that does not create a significant expense to the business
Research 	Gathering information on a topic
Responsibilities 	Things that you are expected to do

Resume	A document that outlines a person's educational background, work experience, and skills
Rights	Legal protections that cannot be taken away
Section 504 	A law that prevents disability discrimination and allows students to receive accommodations
Self-Advocacy	When a person is able to stand up for their needs and wants
Strengths	Skills or tasks that an employee or student is good at

Supports	Trainings or assistance that already exist to help people with disabilities
Transition	Process of preparing students for reaching goals after high school
Visual Checklist	Pictures of tasks in order of when they need to be completed