



VirginiaTech

ADA Today

"Equal access encouraging self-determination"

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**VISIT OUR NEW AND
IMPROVED WEBSITE:**

www.ada.vt.edu

For information on:

ADA Accommodations

Meeting our Staff

Policies and Procedures

ADA Review Panel Came to Virginia Tech!

On November 18th through the 21st, 2008, an ADA review panel consisting of two experts in the areas of accommodation and disability awareness visited Virginia Tech to evaluate our policies and practices. The panel consisted of Dr. Ward Newmeyer, Dartmouth College, who serves as the Director of Student Accessibility Services and Dr. Sue Kroeger, The University of Arizona, who serves as the Director of Disability Resources. They both pride services to faculty, staff, and students with disabilities and assist the university in providing consultation and education.

Ward and Sue traveled long distances to a warm Hokie welcome from the offices of Services for Students with Disabilities, Human Resources, Office of Equity and Inclusion, and University ADA Services. Over the course of their stay, they had the opportunity to meet with university leadership and committees in support of disability practices and awareness on campus. They were able to review our accommodations on campus and procedures each department may use to consult with and assist people with disabilities.

The review panel has created a list of recommendations for us to improve our practices here at Virginia Tech. University ADA Services and our partners are working diligently to implement these changes and ensure that our campus is accommodating and accessible. Input from the panel is allowing us to move to the next level in disability access to our campus and helps in a continuing effort to improve accessibility and customer service.

Virginia Reilly Invited to Speak at the NSF National Diversity Conference

Dr. Reilly was invited to speak to National Science Foundation Scientists to help department heads and project investigators improve accessibility programs at their respective campuses. Dr. Reilly, Director of University ADA Services, presented "Diversity and Disabilities: Recruiting and Retaining the Best through Accommodations for Cognitive Disabilities". The NSF Workshop entitled "Excellence Empowered by a Diverse Academic Workforce: *Chemists, Chemical Engineers and Materials Scientists with Disabilities*" was held February 8–10, in Arlington, Virginia. The conference resulted in a list of recommendations for recruiting, accessible lab design, accommodations for students and faculty, and other universal design ideas. The full conference report will be available from NSF in June.

For a list of the recommendations please contact the ADA office adainfo@vt.edu.

Brown Bag Lunch - ADA Accommodation Process

Date: Monday, April 13 from 12 – 1 pm

Place: Museum Room – Torgersen



Presented by:

John Pascucci, ADA Consultant, Human Resources
& Jennie Reilly, Director of University ADA Services

REGISTER HERE BY APRIL 6, 2009:

<https://survey.vt.edu/survey/entry.jsp?id=1235581163693>

***Americans with Disabilities Act**

If you are a person with a disability and desire assistance or accommodation,
please contact the ADA office @ adainfo@vt.edu

ADA Welcomes John Pascucci to Staff!

University ADA Services welcomed John Pascucci to our staff this January 2009! John is serving half time as an Employee Relations management consultant in Human Resources and half time as an ADA management consultant in our ADA office.

John is an accomplished manager and operational analyst, strategist, and leader with over 20 years of experience. His previous titles include Employee and Labor Relations Manager at the University of Oregon, the Director of Administration and Human Resources at the Providence Housing Authority in Providence, Rhode Island, and Superintendent of Buildings and Grounds at Troy Housing Authority – just to name a few!

John has made quite an impression on the previous communities he has served. A former co-worker has stated, "John has tremendous skills in resolving issues in a unique fashion that makes most people feel as if they are better people for having dealt with John."

The Department of Human Resources and University ADA Services is thrilled to now have John Pascucci on board!

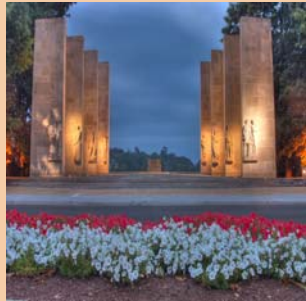


The ADA Amendments Act of 2008

The ADA Amendments Act was signed into law on September 25, 2008 and became effective on January 1, 2009. Several Supreme Court decisions had narrowed the definition of a disability and limited who received accommodations. The ADAAA maintains the definition of disability as "substantial limitation of a major life activity" but makes it easier to identify and meet that standard. The Act specifically defines a "major life activity" to include, but is not limited to, "caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working." This act simply re-establishes what was intended in the ADA in 1990. For more information on the purpose and changes of the ADAAA, visit www.jan.wvu.edu/bulletins/adaaa1.htm

Sandra Ratliff, ADA Administrative Assistant Completes Customer Service Certificate Program!

On Thursday, January 29th at The Inn at Virginia Tech, Sandra Ratliff was awarded the Customer Service certificate upon completing requirements such as fundamentals of customer service, listening skills, positive communication, and decision making and problem solving. The Department of Human Resources' University Leadership Development collaborated with external experts to design and deliver this program. Congratulations, Sandra for your continued dedication to serving others!



We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.



If you or your office would like more information on ADA Services, please use the contact information below. To receive this newsletter in an alternate format, please contact 231-4638, 231-0905, or adainfo@vt.edu.

We wish to thank Leslie Lehner, ADA Student Assistant, for serving as the ADA Today Editor.