



ADA TODAY

Newsletter

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DC Office of Disability Rights Notice of Upcoming ADA Training

ODR is presently planning its annual ADA Title I, Title II and Disability Sensitivity training for all DC government agencies' ADA Coordinators. These trainings are mandatory and it is important that all ADA Coordinators attend them. Soon you will receive by email all training dates and times.

Hone your skills and expand your ADA knowledge by learning the latest information on the ADA. Our trainings will include:

- ODR's Mission
- DC Government's ADA policies and practices
- ADA & Employment
- Reasonable Accommodations
- Accessibility and Design
- Disability Sensitivity
- General ADA Topics

If you would like to request an accommodation for any of our trainings, please contact our office at 202-724-5055.

DC Department of Human Services 2013-2014 Hypothermia Season

2013-2014 Hypothermia Season

In compliance with the Homeless Services Reform Act of 2005 (HSRA), the 2013-2014 Winter Plan was developed by the District of Columbia's Interagency Council on Homelessness (ICH). The HSRA mandates that by September 1 of each year, a plan be in place describing how those who are homeless and cannot access other shelter will be protected from cold weather injury. The Winter Plan for the 2013-2014 season describes how District government agencies and providers within the Continuum of Care will coordinate to provide hypothermia shelter and other services for those who are homeless in the District of Columbia, consistent with the right of consumers to shelter in severe weather conditions.

Shelter Hotline: **(800) 535-7252** or Mayor's Call Center: **311**

Those who are homeless may call these numbers to seek assistance, and the general public may call these numbers to get help for someone who is homeless and in need of assistance.

Service Contact: 1 (800) 535-7252
Contact Phone: 1 (800) 535-7252
Contact TTY: 711

Federal News

Affordable Care Act for Americans with Disabilities

A BRAND NEW DAY FOR ACCESSIBLE, AFFORDABLE HEALTH INSURANCE AND AN ENHANCED COMMITMENT TO COMMUNITY LIVING

New Options for Long-Term Supports and Services

- **Extends and Enhances the Successful Money Follows the Person (MFP) Program** through 2016 with an additional \$2.25 billion in funding. Builds on the success of twelve thousand individuals with disabilities transitioned from institutional to community settings, with improved quality of life in the first four years of MFP.

Supports continuation of program in 29 participating States and DC.

- Extends MFP to 13 new States seeking to rebalance their long-term care systems, bringing total participation to 42 States and DC.
- Expands definition of eligible individuals.

Improves Medicaid Home-and-Community-Based Services (HCBS) Option

- **Creates Community First Choice Program (CFC):** Effective October 1, 2011, a new Medicaid State Plan option called Community First Choice will launch, giving States a 6% enhanced match so that they can offer community-based attendant services and supports alongside nursing home and institutional services for eligible persons with disabilities. CFC will require states to make such services and supports available to individuals under a person-centered plan of care to assist them in accomplishing activities of daily living, instrumental activities of daily living, and health-related tasks. Public comment on a notice of proposed rulemaking for CFC ended on April 26, 2011.
- **Incentives for States to Offer Home and Community-Based Services as a Long-Term Care Alternative to Nursing Homes:** Effective October 2011, \$3 billion in enhanced Medicaid matches will be available to States that now fund less than 50% of long-term services in home and community based settings, if they achieve targets set for increasing HCBS by October 2015.

Assuring Accessible, Quality, Affordable Health Care for People with Disabilities

- **Preventive Care for Better Health:** Invests in prevention and public health to encourage innovations in health care that prevent illness and disease before they require more costly treatment.
- **Accessible Examination Equipment:** Improves access to medical diagnostic equipment so people with disabilities can receive routine preventive care and cancer screenings by establishing exam equipment accessibility standards. These standards will be set by the Access Board in consultation with the Food and Drug Administration.
- **Health Disparities:** Improves data collection on health disparities for persons with disabilities, as well as training and cultural competency of health providers.

For more about choices and enhanced protection for Americans with Disabilities go to:

http://www.hhs.gov/od/affordable_care_act.html

BMO Harris Bank to Pay \$400,000 to Resolve EEOC Disability Lawsuit
Federal Agency Says Bank's Medical Leave Policy Violated the Americans with Disabilities Act

CHICAGO - BMO Harris Bank will pay \$400,000 to a group of 14 former employees under a consent decree entered on May 2, 2013, to resolve a disability discrimination case brought by the U.S. Equal Employment Opportunity Commission (EEOC).

The EEOC had alleged that BMO Harris Bank unlawfully terminated disabled employees at the end of their medical leave of absence rather than offering accommodations which would have allowed them to return to work. EEOC also alleged that the bank failed to provide reasonable accommodations to its disabled employees.

Such alleged conduct violates the Americans with Disabilities Act (ADA) which prohibits discrimination on the basis of disability and also requires employers to provide reasonable accommodations- including additional leave and transfers to a different job where appropriate-unless to do so would cause undue hardship.

U.S. District Court Judge Harry Leinenweber of the Northern District of Illinois entered the decree ending the suit, which provides \$400,000 in monetary relief to the victims. In addition, the decree includes an injunction against disability discrimination and retaliation, and imposes record keeping and reporting responsibilities on the bank for the term of the decree. The bank will also change its workplace accommodation policy to allow job transfers as accommodations if employees are unable to return to work at their jobs because of a disability. For more information go to:

<http://www.eeoc.gov/eeoc/newsroom/release/5-9-13a.cfm>

For Information about ODR's Newsletter call 202-724-5055 or visit the web at odr.dc.gov.



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MISSION STATEMENT

The mission of the District Office of Disability Rights (ODR) is to ensure that the programs, services, benefits, activities and facilities operated or funded by the District of Columbia are fully accessible to, and useable by people with disabilities. ODR is committed to inclusion, community-based services, and self-determination for people with disabilities. ODR is responsible for overseeing the implementation of the City's obligations under the Americans with Disabilities Act (ADA) as well as other disability rights laws.

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