

DC Office of Disability Rights

Training Course Catalog

Below are a list of trainings provided by the Office of Disability Rights. Please contact our office to schedule a training, 202-724-5055 or e-mail [odr.complaints@dc.gov](mailto:odr.complaints@dc.gov).

# Americans with Disabilities Act (ADA) and Disability 101

Participants in this two-hour training will:

* Become familiar with the definition of disabilityunder the ADA
* Become familiar with people-first language and proper disability etiquette
* Evaluate disability-related fears and misconceptions

# Disability Sensitivity and Etiquette

Participants in this two-hour training will:

* Receive a brief overview of federal and local disability rights laws
* Explore disability culture, people-first language, and common misconceptions surrounding disability and disability etiquette
* Discuss how to communicate and interact with people with various disabilities in the workplace and in the community

# ADA Title I (Fair, Equitable Employment)

Participants in this two-hour training will:

* Become familiar with ADA Title I background and requirements, definitions and concepts
* Learn employment interview do’s and don’ts
* Understand the Reasonable Accommodation (RA) Process and the obligations of DC Government, its agencies, management, and ADA Coordinators

# ADA Title II (Accessible Government)

Participants in this two-hour training will:

* Understand the responsibilities of the DC Government agencies, contractors, and grantees with regard to residents and visitors with disabilities seeking government services
* Learn about physical and programmatic accessibility requirements under the ADA
* Explore effective communication requirements under the ADA

# Architectural Barriers under the ADA

Participants in this two-hour training will:

* Become familiar with laws, regulations, and codes that apply
* Gain an in-depth knowledge on the laws and codes that apply to historic, existing, and new buildings
* Explore accessible routes, required measurements under the law, curb ramps, detectable warnings, and signage

# Emergency Preparedness Planning

Participants in this two-hour training will:

* Explore how the Americans with Disabilities Act applies to Emergency Planning in the District of Columbia
* Learn how to interact with people with disabilities during emergency situations
* Consider individuals with “access and functional needs”
* Discuss how to collaborate with residents, first responders, and other community neighborhood supports to ensure inclusive emergency planning and response

# Being Prepared – Emergency Preparedness for People with Disabilities

Participants in this two-hour training will:

* Learn about the types of disasters both natural and man-made that affect the District of Columbia
* Discuss why community involvement is important and how resilience can save lives, resources, and alleviate stress on health care and emergency systems
* Discuss what people with disabilities are able to do and provide prior to, during, and after a disaster
* Learn how to create a preparedness plan for oneself, family, friends, and neighbors
* Discuss how to build a preparedness kit and what to include in it
* Learn what to do, when it is necessary, to shelter in place or to evacuate

# Reasonable Accommodation for People with Disabilities

Participants in this two-hour training will:

* Discuss the interactive process for requesting reasonable accommodation and reasonable modification in the workplace
* Explore the different types of reasonable accommodation and reasonable modification available to employees
* Walk through various scenarios to determine whether reasonable accommodation should or should not be granted

# Effective Communication for People with Disabilities

Participants in this two-hour training will:

* Discuss how to effectively communicate with people who are Deaf and Hard of Hearing, people who are blind or low vision, and people with disabilities in general
* Learn the basics of accessible written and oral communication
* Learn about the Effective Communication Program at the office of Disability Rights

# Accessible Outreach on Social Media

Participants in this two-hour training will:

* Explore how the Americans with Disabilities Act applies to effective communication
* Learn how to make all outreach through social media accessible
* Explore the social media platforms, Facebook, Twitter, YouTube, and Instagram
* Gain technical expertise in creating accessible social media outreach

# Disability and Law Enforcement

Participants in this two-hour training will:

* Become familiar with ADA Title II
* Explore effective communication requirements under the ADA
* Explore disability culture, people-first language, and common misconceptions surrounding disability and disability etiquette
* Discuss how to communicate and interact with people with various disabilities

# Disability and ADA 101 – Shelter Training

Participants in this two-hour training will:

* Understand the responsibilities of the DC Government agencies, contractors, and grantees with regard to residents and visitors with disabilities seeking shelter
* Learn the basics of the ADA and the Fair Housing Act as they apply to shelters
* Understand the difference between a service animal and an emotional support animal
* Discuss reasonable accommodations and the process to request