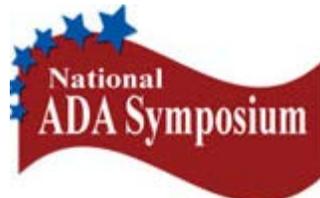


Operated by:



### *Rocky Mountain Access* March/April 2016

The *Rocky Mountain Access* is a free monthly online newsletter with current accessibility information for the Rocky Mountain region that includes Wyoming, Utah, Montana, North Dakota, South Dakota, and Colorado. Subscription also includes timely updates throughout the month.



**2016 National ADA Symposium**  
June 19-22, 2016 ~ Denver, CO  
**\*\* Registration is Now Closed \*\***  
**Filed to Capacity!!**

#### [New Tool Makes eRecruiting Technology Accessible](#)

With most of today's employers using web-based recruiting to evaluate and hire job applicants, it's more important than ever to ensure that talent acquisition tools are accessible to all job seekers—including those with disabilities. In that spirit, the Partnership on Employment & Accessible Technology (PEAT) has launched TalentWorks, an online resource for employers and human resources (HR) professionals that helps them make their online job applications and other eRecruiting tools accessible. The tool provides general background on accessibility and eRecruiting, as well as practical tip sheets for making online job applications, digital interviews, pre-employment tests, and resume upload programs accessible.



#### [Major Clothing Designer Debuts Adaptive Clothing Line](#)

Tommy Hilfiger has launched a line of apparel just for children with special needs. The 22-piece children's offering is comprised of items that look just like clothing in the company's regular spring collection, but include magnets, velcro and other modifications to allow for easy on and off for kids with disabilities.

#### [10 Tips for Voters With Disabilities](#)

Before you vote in the next election, know the voting process in your State. The following tips from the U.S. Election Assistance Commission examine the options available to help voters with disabilities vote privately and independently.

#### [Service Launched to Help Universities Comply With Web Site Accessibility](#)

A division of Perkins School for the Blind now offers a consulting package that will assist colleges and universities comply with Americans With Disabilities Act guidelines that require their websites be accessible to people with disabilities.

## [Relief Areas for Service Animals Added at Six Flags Great America](#)

With the goal of making the park more welcoming and accessible to guests who use service animals, Six Flags Great America has added two animal relief areas inside the park.

## [AMC Theatres Being Sued for Discrimination](#)

Several blind individuals, the California Council of the Blind and the LightHouse for the Blind and Visually Impaired have filed a nationwide class action lawsuit against AMC Theatres. The lawsuit alleges that AMC is violating the Americans with Disabilities Act and are failing to provide properly functioning audio description technology.

## [New from PepNet2](#)



### [VRS? TRS? VRI?](#)

With technology seemingly always one step ahead of us, it's easy to confuse the various telecommunication services used to visually connect hearing and deaf/hard of hearing individuals wishing to communicate with each other. There are three primary telecommunication services in use today: 1) video relay service (VRS); 2) TTY relay service (TRS); and 3) video relay interpreting (VRI). VRS and TRS are free programs regulated by the FCC, while VRI is a fee-based service that satisfies the communication-related mandates of the ADA. As their names suggest, VRS and VRI are video-based services, while TRS is text driven.



### [Telecommunications and Individuals who are Deaf or Hard of Hearing: Devices and Software](#)

Telecommunication technology has significantly changed the communication landscape for persons who are deaf or hard of hearing. For more than 40 years, text telephones (TTY) and amplified phones were their only options. Today, videophones, Smartphones, and instant messaging most often replace the TTY as preferred communication tools.

### [Fast Facts: Mental Health Services for Individuals who are Deaf or Hard of Hearing](#)

Individuals who are deaf or hard of hearing experience the same mental health concerns as their hearing peers and, as such, seek out the same services to address these concerns. However, unlike hearing individuals, those who are deaf or hard of hearing do not always find equitable access to mental health services.

## [Employment Study of Adults with Physical Disabilities](#)

The [Rehabilitation Research and Training Center \(RRTC\)](#) at Virginia Commonwealth University (VCU) is conducting a study of adults with physical disabilities. We want to know about your barriers to employment as well as resources that you need to support your work / career goals. In addition, we are interested in knowing how you find information on employment services and supports.

The target groups for the study are:

Adults with cerebral palsy, spinal cord injury, multiple sclerosis, or other physical disabilities.

To be eligible to participate, you must be between the ages of 18 and 65, a U.S. citizen, be able to provide legal consent, and be a member of one of the targeted groups above. Participants will complete an online survey requiring approximately 20 minutes. One hundred participants will be randomly selected to receive a \$25 gift card. However, there is no guarantee that everyone who completes the survey will be selected to receive the gift card.

If you are interested in participating, the VCU-RRTC needs your consent. You may do this by following this [link](#) to read more about the study, review the survey questions, and give your consent.

If you have questions or need special accommodations to participate in the study, please contact:

Dr. Katherine Inge  
VCU-RRTC  
P.O. Box 842011  
Richmond, Virginia 23284-011  
[kinge@vcu.edu](mailto:kinge@vcu.edu)  
804-828-5956  
TTY: (804) 828-2494

## [El Paso County Seeks Citizen Input to Update Transportation Priorities](#)

*Information Will Guide Transportation Planning Now to 2040*

Residents throughout El Paso County are invited to participate in planning the County's future transportation system by getting involved in the Major Transportation Corridors Plan (MTCP) Update. The Update process will address how we travel, how we prepare for new development and how much we will invest to meet our future transportation needs. For more information contact Victoria Chavez at [VictoriaChavez@elpasoco.com](mailto:VictoriaChavez@elpasoco.com) or call 719-520-6884.

## [New on ADA.gov](#)

[Richmond City Sheriff's Office, Richmond, VA Complaint \(3/2/16\)](#)  
[Arlington-Mansfield Area YMCA Settlement Agreement \(posted 2/24/16\)](#)  
[360 Federal Credit Union Settlement Agreement \(posted 2/23/16\)](#)

## [Judgment for Plaintiff in Website Disability Case](#)

A California Judge has granted summary judgment to a visually-impaired plaintiff who was unable to access the website of luggage retailer Colorado Bag'n & Baggage.

## [Disability-Based Housing Lawsuit Settled](#)

The Justice Department announced that the owners and developers of 71 multi-family housing complexes in four states with more than 2,500 ground-floor units have agreed to pay \$350,000 to settle claims that they violated the Fair Housing Act and the Americans with Disabilities Act by building apartment complexes that were inaccessible to persons with disabilities.



## [Webinar Series for Women with Mobility Impairments](#)

April 6, April 20, May 4 and May 18, 2016  
12:00 - 1:00PM Mountain

Join the webinar series to hear from specialists in the field and ask your questions involving issues affecting women with mobility impairments. This four-part webinar series will include:

- Pelvic Health for Women with Mobility Impairments, April 6, 2016
- Pelvic Health Transitions for Girls with Mobility Impairments, April 20, 2016
- Bladder and Bowel Issues that Affect Sexuality, May 4, 2016
- Access to Quality Pelvic Health Care for Women with Mobility Impairments, May 18, 2016

## [JAN Monthly Webcasts](#)

Webcasts begin at 2 pm Mountain and are 1 hour long.

**April 12, 2016.** Accommodations for Addressing Safety in the Workplace

Description: Individuals with certain conditions may experience limitations in the workplace that lead employers to have concerns about safety. According to the EEOC, an employer may require as a qualification standard that an individual not pose a "direct threat" to the health or safety of the individual or others, if this standard is applied to all applicants for a particular job. However, an employer still has an obligation to consider whether there is a reasonable accommodation, consistent with the requirements of other Federal laws, which would not exclude individuals who can perform jobs safely. This webcast will explore accommodations for addressing safety in the workplace. Various industries will be highlighted along with examples of situations where safety in the workplace was addressed through the provision of accommodations.

## [Hot Legal Topics in Accessible Transportation](#)

Tuesday, April 19, 12:00:00 MT

Are emotional support animals permitted on airplanes? What type of ADA cases have been filed lately against public transportation systems? Are ride-sharing services covered by the ADA? Find out the answers to these questions—and more.

## [ADA Audio Conference Series Session](#)

Rights of Veterans with Disabilities in Employment, Housing and Transportation

Date: June 28, 2016

Time: 12-1:30pm MT

This webinar will focus on federal laws including the Americans with Disabilities Act (ADA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), the Fair Housing Act, and the Air Carrier Access Act, as they apply to veterans with disabilities. Topics will include reasonable accommodation in the workplace and non-discrimination in housing and traveling by bus, train, or plane. This webinar is suitable for service providers and advocates who may work with veterans, and veterans with disabilities interested in learning more about their rights under federal law in employment, housing, and transportation.

Continuing Education Recognition: Certificate of Attendance

Registration: Free via webinar platform, fee for telephone access

This session will offer Real-Time Captioning via the webinar platform

Questions should be directed to 877-232-1990 V/TTY or via [email](#).

## **About the Rocky Mountain ADA Center...**

The Rocky Mountain ADA Center is owned and operated by [Meeting the Challenge, Inc.](#), and is supported by grant #H133A110018 from the [National Institute on Disability, Independent Living, and Rehabilitation Research](#). NIDILRR is a Center within the Administration for Community Living (ACL), Department of Health and Human Services (HHS). The Rocky Mountain ADA Center is a part of the [ADA National Network](#) which consists of 10 regional centers and an ADA Knowledge Translation Center.

## **Rocky Mountain ADA Center / MTC Staff...**

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Randy Dipner - MTC Founding Partner

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Rocky Mountain ADA Center  
(*NEW URL!*)

[www.rockymountainada.org](http://www.rockymountainada.org)

Operated by

Meeting the Challenge, Inc.

<http://www.mtc-inc.com/>

Colorado Springs , CO

800-949-4232 (V, TTY)

719-358-2460 VideoPhone



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<https://www.facebook.com/RMADACenter/>