



The ADA and Our Jails:

Delivering Service to All with Dignity and Respect

Will begin at 2:00 p.m. Eastern Time

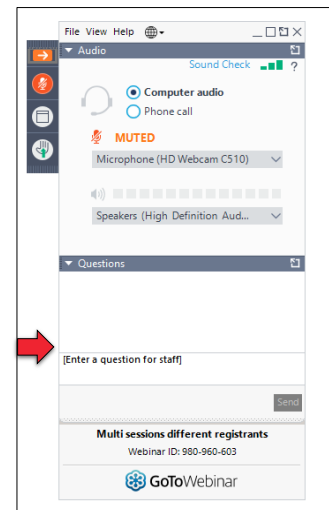
- Audio and visuals are provided through the online webinar platform
- Access to presentation handouts was included in the email reminder you received for this session
- This session will be open-captioned

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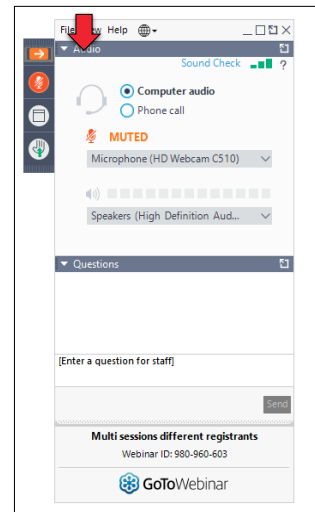
Technical Assistance

- If you experience technical difficulties
 - Use the QUESTIONS panel to let us know
 - Call 301-217-0124



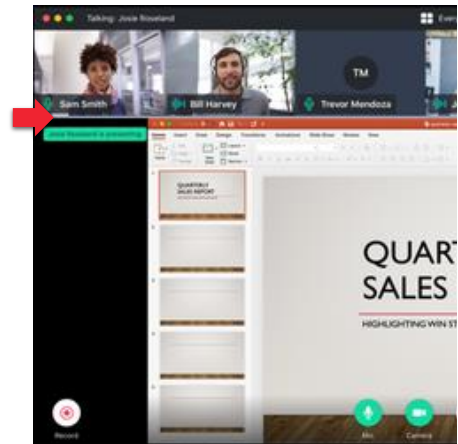
Audio

- Expand the audio panel to select computer audio or phone call



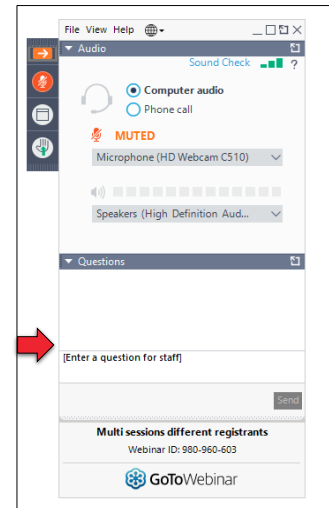
Video

- Use the divider line to enlarge or reduce the video feed



Questions and Comments

- Use the QUESTIONS panel



Archive

- This webinar is being recorded and can be accessed next week
 - You will receive an email with information on how to access the archive

Presentation Accessibility

- For the benefit of participants who are not able to see the presentation slides on the webinar platform, speakers will
 - Announce slide numbers
 - Describe images that are meaningful to the content of the session

About Your Hosts...

TransCen, Inc.

- Improving the lives of people with disabilities through meaningful work and community inclusion

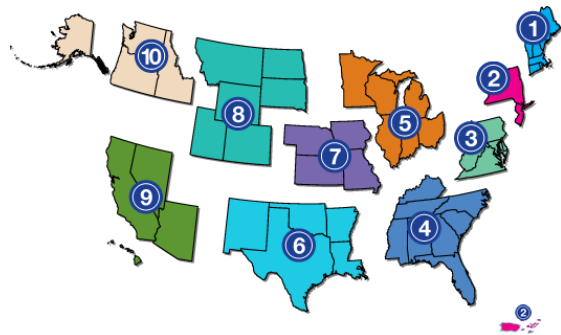
Mid-Atlantic ADA Center, a project of TransCen, Inc.

- Funded by National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), Administration for Community Living, U.S. Department of Health and Human Services



ADA National Network

- Ten regional centers provide guidance, training, and materials on the ADA
 - **1-800-949-4232**
 - ADAta.org



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J.P. McMichael

MA, BA, PA (NAADAC), CPT

Captain, Arlington County Sheriff's Office

Owner, Catalyst of Change Associates LLC

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IMAGINE IF YOU...

Overview

- ◆ What is the ADA?
- ◆ Do you have an ADA Coordinator?
- ◆ Does it really impact our jails?
- ◆ The Process from booking to release.
- ◆ ADA, the DOJ and lawsuits/settlements.
- ◆ Where do you begin?
- ◆ Walk away with a plan of action.
- ◆ Questions

The Americans with Disabilities Act

- ◇ Civil Rights Law
- ◇ July 26, 1990 – George H.W. Bush
- ◇ ADA Amendments Act of 2008
 - ◇ Restored the intent of the original ADA

The 5 Magic Words

“How Can I Help
You?”

**Settlement Agreement between the United States of
America and Elizabeth F. Arthur, in her official capacity
as the Arlington County Sheriff**

U.S. Department of Justice DJ#204-79-325

November 17, 2016

Disabled or Differently Abled?

What is a Disability?

- ◇ A physical or mental impairment that substantially limits one or more major life activities,
- ◇ a person who has a record or history of such an impairment,
- ◇ or a person that is perceived to have a disability.

IMPACT ON OUR JAILS

- ◆ **Title II of the Americans with Disabilities ACT**
- ◆ **Level the field**
- ◆ **Access to programs, jobs, etc.**
- ◆ **It's the law**

Service Animals – Who is Responsible?

- ◆ **What to do when someone is taken into custody with a service animal**
- ◆ **Local animal shelter/animal control and their role**

Booking & Processing

- ◇ Inmate can request during booking/processing phase, or at any time during incarceration.
- ◇ Observe, Listen, Ask
- ◇ “I need _____ because of _____”

Housing

- ◇ Do you have accessible cells?
- ◇ Must comply with the 2010 ADA Standards for Accessible Design if built after 2010.
 - ◇ New alterations to an area, requires that area be brought up to standards.
- ◇ At least 3% of cells for those with accessibility needs such as wheelchairs.
- ◇ At least 2% of general holding and housing cells must be equipped with communications features designed for those that are deaf or hard of hearing.
 - ◇ Minimal standards are 3% and 2% - Doesn't remove responsibility if you have more than that...Plan ahead!

Detention & Correctional Facilities, ADATA.ORG (2019)

Inmate Housing

- ◇ **Common sense placement**
- ◇ **Staff awareness**
- ◇ **Cognizant of ADA accommodations during moves**

Programs & Jobs

- ◆ When do you have to provide accommodations?
- ◆ Basic requirements are met by the interested inmate
- ◆ Do you have job/programs requirements written?
- ◆ Level the playing field
- ◆ You can't discriminate based on the individual's disability

Visiting

- ◇ **ADA applies to both inmates and visitors**
- ◇ **Service animals for visitors**
- ◇ **Hearing impairments**
- ◇ **Visual impairments**
- ◇ **Accessibility aides**
- ◇ **Access to visiting area/booths**

Direct Threat

**A significant risk of substantial harm to the health or safety of employees and others,
which cannot be eliminated or reduced by a reasonable accommodation**

Devices & Aids

- ◆ iPad
- ◆ VRS
- ◆ Ubi-Duo
- ◆ Visual Alert Pagers
- ◆ Magnifying glasses
- ◆ Walkers
- ◆ Wheelchairs

Policies and Procedures

Creating Paradigm Shifts

Buy in – How do you get it?

**UNTIL YOU SEE THE WORLD THROUGH
THE EYES OF SOMEONE WITH A
DISABILITY, YOU JUST DON'T GET IT...**

The ADA Coordinator

- ◇ Does your facility have one?
- ◇ Does your city, county or state?
- ◇ Job importance
 - ◇ Agency liability
 - ◇ Ensures inmates and staff ADA accommodations are met
 - ◇ Works with the city, county or state ADA Coordinator
 - ◇ Documentation
 - ◇ Regular meetings with those who have accommodations
 - ◇ Maintains devices
 - ◇ Trains staff members

The Foundation

- ◇ Training is key to success
- ◇ The ADA is fluid
- ◇ Sources of information
 - ◇ Mid-Atlantic ADA Center – www.adainfo.org
 - ◇ National Association of ADA Coordinators – www.adacoordinators.org
 - ◇ United States Department of Justice Civil Rights Division - www.ADA.gov
 - ◇ www.ADATA.org

Questions?

CONTACT INFORMATION

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Certificates and Credits: CODE

- If you paid for a certificate of participation or credits, check the reminder email you received about this session for instructions
- Please email the code above to ADAtesting@transcen.org by **5 PM E.T. on July 26, 2021**

Thank You for Joining Us!

Mid-Atlantic ADA Center

Toll-free: **800-949-4232** (DE, DC, MD, PA, VA, WV)

Local: **301-217-0124**

ADAinfo@transcen.org

ADAinfo.org