

First and Forth, LLC

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Instruction in Self-Advocacy for Potentially Eligible: (1006X)

Self Assessment Checklists: Self-Determination and Self-Advocacy

- Results will influence topics discussed.

How to request & accept help

- When do you know you need to ask for help?
- How do you respond when someone offers help that you don't want or need?
- Accepting help when you do want/ need it and why that can be empowering to you

Communication Skills (oral and written)

- Email, texting and social media as it relates to work / school relationships
- Voice-to-text options
- Finding your preferred method of communication
- Why punctuation matters

Personal Strengths inventory

- Positive word bank activity

Positive Self talk

- Creating a personal mantra or mission statement, using words from the positive word bank activity

Identifying Natural Supports

- Writing a list of people that provide support, including their contact information
- Highlighting certain people for specific activities and specialties

Disability Disclosure

- When, why and how to disclose a disability
- Potential pros and cons to disability disclosure

Problem solving

- Reviewing a previous problem and how it was handled
- Discussing other strategies to problem solving
- Problem solving with assistance

Decision Making

- Past experience with making decisions
- Who needs to know about our decisions?
- How do you make a decision in partnership with another person or team?
- When your decision isn't honored by others, what should you do?

Self-monitoring

- Paying attention to our emotions
- What triggers our emotions
- Previous examples of when emotions were unmanageable and strategies to try in the future

Motivation

- Reviewing a time when you were highly motivated
- What activities do you like the most?
- What things do you like to do without anyone asking you to do them?

Assertiveness

- Assertive versus aggressive
- Assertive versus passive
- Body Language
- Boundary setting

Listening Skills

- Listening to understand, not to respond
- Summarizing what you hear
- How to appropriately ask questions when you don't understand what you have heard

Goal setting

- Using interest inventories and personality assessments to understand what careers might "fit" you
- How to research education and employment options in your community

Accommodations awareness, request and utilization

- Job Accommodation Network: <https://askjan.org/>

Finding resources in the community

- Web search on areas of interest for the student, including social and advocacy groups

Employment Rights under Title 1 of ADA

Title I of the Americans with Disabilities Act of 1990 prohibits private employers, State and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA covers employers with 15 or more employees, including State and local governments. It also applies to employment agencies and to labor organizations.

How to File a Charge of Discrimination

- Seeking assistance from a Human Resources representative at work
- If you think you have been discriminated against in employment on the basis of disability, you should contact the U.S. Equal Employment Opportunity Commission. A charge of discrimination generally must be filed within 180 days of the alleged discrimination. You may have up to 300 days to file a charge if there is a State or local law that provides relief for discrimination on the basis of disability. However, to protect your rights, it is best to contact EEOC promptly if discrimination is suspected.