

Planning Meetings to Accommodate People With Disabilities and Other Access and Functional Needs

According to 2010 U.S. Census data, over 56.7 million Americans lived with a disability and 38.3 million had a severe disability. Of the population with disabilities aged 21 to 64, approximately 12.1 million people were employed. Here are three of the most important reasons to accommodate those individuals in your trainings and meetings.

1. Level the Playing Field: Provide training opportunities for all.

In order for meetings and training events to be successful, everyone must have an equal opportunity to participate. When events are accessible, they not only serve those with disabilities but also older adults and those with temporary restrictions.

2. Follow the Law: Federal, state, and local statutes may apply.

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act require that people with disabilities have access to all public events and those supported by federal funds. State and local laws may also apply to your event.

3. Lead by Example: Role modeling for accessibility.

When your training or meeting provides a level playing field for everyone with special physical needs, it shows all participants what an accessible event looks like. They can learn how to incorporate these accommodations in their own settings.

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