

Communication Matters

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Past issues of Communication Matters are posted on the **E-Learn Deaf & Hard of Hearing Resource Center**. Information or news related to Deaf or Hard of Hearing services may be forwarded to Julie Eckhardt at jewel@chartermi.net.

Views expressed in this bulletin are not necessarily the views of Michigan Department of Labor & Economic Growth-Rehabilitation Services.

Impact of Legislation and Policy on VR Services To Consumers Who are Deaf or Hard of Hearing



A recent study considered the perspectives of agency administrators and program specialists. What do Vocational Rehabilitation (VR) professionals experience regarding the Workforce Investment Act, Ticket to Work, Interagency Agreements, and Order of Selection? How do these policies and laws impact consumers with hearing loss? A research brief, prepared by the University of Arkansas Rehabilitation Research and Training Center, summarizes the findings. The brief and full report are at:

www.uark.edu/depts/rehabres/publications.html

It's About Abilities: Employing Deaf and Hard of Hearing Individuals

This video was created to provide information to employers who may be interested in hiring deaf and hard of hearing students graduating from college. It was produced by La Guardia Community College in collaboration with La Guardia's Job Placement Services

and the Program for Deaf Adults. The video sells for \$20.00 on the PEPNet website at www.pepnet.org.



How to Own a Business: For Deaf and Hard of Hearing People

Sponsored by the Michigan Division on Deaf and Hard of Hearing

September 25, 2004

9:00 AM - 5:00 PM

Lansing Community College

\$30 Includes Lunch and handouts

Agenda includes:

- Which businesses are right for Deaf and HOH people?
- How to start a business;
- Communication problems and solutions;
- Marketing and advertising;
- Regulations, taxes and insurance;
- A Panel of Deaf and HOH Business Operators.

The flyer is online at: www.mcddc-dodhh.org/

For registration or information contact:

Steven Whetstone, Workshop Coordinator

E-Mail: WhetstoneS2@michigan.gov

Toll Free: 1-877-499-6232 TTY/Voice

How to Read an Audiogram

Quick, graphic, and readable resources are available on-line to help you understand audiograms (and explain them to others). Take a look at:

www.michdhh.org/deaf_hard_of_hearing/how_read_audiogram.html

Study: Disabled Losing Most Employment Discrimination Cases



Employers won more than 9 out of 10 cases when their employees filed disability discrimination lawsuits against them. A report in the American Bar Association's Mental & Physical Disability Law Reporter found that **employers prevailed in 94.5 percent of 327 cases decided in federal courts** across the United States last year. The report looked at 442 court decisions in Title I cases from 2002. "The results clearly show a continuation of the pattern of employers prevailing and employees losing in an overwhelming majority of the final court outcomes and in a substantial majority of the administrative decisions," wrote Managing Editor Amy L. Allbright. "Employees continue to have a better chance of prevailing at the administrative level than they do in court. However, even the EEOC complainants in 2002 did not prevail 78.1% of the time."

The report is online at www.abanet.org/disability/reporter/feature.html

Deaf and ...

An increasing number of deaf and hard of hearing college students are self-identifying as having additional disabilities.

In 1998, 33 out of approximately 1,100 NTID students identified themselves as having another disability besides hearing loss.

In 2003, five years later, 97 students (almost triple) identified an additional disability. Identified disabilities were: 27% ADHD, 23% vision, 14% learning, 8% psychological.

Source: NETAC Networks, June 2004, page 3.

On the Job with Hearing Loss

You can improve job retention by assisting people with hearing loss to address all the issues related to hearing and job performance. A combination of hearing aids, communication strategies, and hearing assistive technology will help workers to realize more successful communication and improved performance.

Beyond Hearing Aids offers a unique series of reports that will help you provide this assistance to your customers. Reports focus on specific occupations and common communication issues that are difficult for hard of hearing adults. A review of these materials is a good starting place for comprehensive rehabilitation planning.

Find these reports on the web at:

www.beyondhearingaids.com Click on **Resource Center**, then **On the Job with Hearing Loss**.

911 Data Finds Positive Outcomes for Hearing Impaired*

In a summary of national cumulative case service data for the year 2002 (RSA-911), 60.7% of vocational rehabilitation (VR) cases coded as "hearing impaired" were closed with an employment outcome. This compares to all other disabilities combined of which only 32.7% were closed with an employment outcome.

Only 17.5% of hearing impaired VR cases were closed

without an employment outcome after receiving services, compared to 23.1% of all other disabilities.

Source: Annette Reichman, Chief, Deafness & Communicative Disorders Branch of Rehabilitation Services Administration. *Refers to all hearing impairment data codes including deafness, hearing loss, and deaf-blindness.

60.7% of Hearing Impaired Cases were Closed with an Employment Outcome.