



Freeflight

Disabled Student Services

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DSS STAFF

Patricia Ann Wells

Director

Deborah Parham

Associate Director

William Hoanzel

Learning Specialist

JuLinda Holmes-

Tolbert

Disability Management

Advisor

Mace F. Porotesano

Disability Management

Advisor

Tiffany R. Bolling

Disability Management

Advisor

Sandra Rollins

Auxiliary Coordinator

Karrah Cunningham

Assistive Technology

Facilitator

Andre Green

Student Assistant

Brittany Embry

Student Assistant

Brandi Embry

Student Assistant

Celebrating 25 Years of ADA and DSS Open House

Did you know that this year marks the 25th anniversary of the Americans with Disabilities Act (ADA)? In 1990, President Bush signed the act and U.S. Congress passed the act that made it illegal to discriminate against a person who has a disability. Fast forward twenty five years later we see tremendous progress and always room for improvement.

Can you think of ways you have seen the world around you change in order to assist those with a disability? Here are a few examples.

- Cities reconfiguring the curbs so they are wheelchair accessible
- Sign language interpreters in public services areas such as court houses
- Building with stairs now have ramps
- Closed captioned is now standard on televisions
- Grocery stores and banks have lowered platforms for writing
- Braille in elevators
- Cell phones have a variety of alert options. A person who may be deaf or hard of hearing can choose a blinking light as their alert of an incoming phone call
- Employers are training staff to work with a person with a disability
- Cross lights make a sound when it is safe to cross and when time has counted down and it is no longer safe to cross

As each day brings new beginnings and possible challenges, we as a society have become more knowledgeable and willing to grow. As a campus community, we must continue to raise awareness on disability issues and support our families, friends, neighbors, co workers, peers, students and anyone who may have a disability.

Please save the date for **November 18th**, Disabled Student Services is participating in "Social Justice" week. (See OPEN HOUSE page 7)

ADA **25** **1990-2015**
AMERICANS WITH DISABILITIES ACT

Career Readiness for Students with Disabilities

On August 28, 2015, two departments of CSUDH joined forces to bring about a common goal. Although the goal is common on campus, these two departments DSS and the Career Center had not collaborated to bring the achievement of this goal for the students in awhile. The goal: 'Career Readiness for Students with Disabilities.' The Career Center provided 4 panelist from different areas. The panelist were chosen for their diverse backgrounds and experiences which incorporated a wealth of knowledge. The panelist included person's within the professions: Department of Rehabilitation and Enterprise Holdings; CSUDH Alumni; and the Director of the DSS Office.

Department of Rehabilitation's Sarah Sapien is known for her unique skills for locating jobs and matching them with the correct candidate. She enlightened guests with the types of jobs that are best suited based upon strengths and personality.

Enterprise Holding (formerly Enterprise Rentals) has the highest hiring rate for persons with a Disability in the United States. Enterprise Human Resource Representative, Sherron Hawkins, was available for questions and presented a unique outlook for what Employers are looking for and when to disclose your disability (ies).

Eric Ellis, CSUDH Alumni Class of 2013 with a Major in Psychology and a Minor in Communications is a registered DSS Student who has successfully landed a few government jobs and is anticipating a promotion in the near future, once his background has cleared. He spoke on how accommodations are provided and the employer's cooperation In providing reasonable accommodations.

Our own, Patricia Ann Wells, Director of the CSUDH DSS shared the 'dos' and don't's of Interview Etiquettes. Mrs. Wells provided information regarding the transition stage from Student to Employee and how the perspective of the student makes the difference.

Questions that were answered during the workshop were:

What are the most important qualities that employers are seeking in candidates for a job, regardless of their disability?

What are the most effective ways for disabled applicants to find a job?

How should I prepare for an interview?

When is the appropriate time to disclose a disability?

May an employer ask whether a reasonable accommodation is needed when an applicant has not asked for one?

How must an individual request a reasonable accommodation, and must it be in writing?

How quickly must an employer respond to a request for reasonable accommodation?

The event was a success and it is anticipated that this will be an annual event.

By: JuLinda Holmes

Reminder: Test Request Deadline for ALL FINALS- November 25

Greetings!

We are sending out a message on the upcoming deadline for **ALL Finals Test Requests**.

If you are granted extra time on tests and an alternate site and you would like to request to take it in DSS, please fill out the test accommoda-

tion form and submit completed form to our office prior to or on **Wednesday, November 25th** for **ALL of your Final Examinations.**



If you have any questions or concerns, please feel free to contact us at any time at dss@csudh.edu or 310-243-3660.

We can be reached at 310 243-3660 for assistance and consultation on this matter.

Disabled Student Services' Mission

The mission of Disabled Student Services is to make all of the University's educational, cultural, social and physical facilities and programs available to students with disabilities, through the provision of reasonable accommodations. The program serves as a centralized source of information for students with disabilities and those who work with disabilities in the enhancement of their academic, career and personal development.

Examples of DSS Accommodations:

- Disability Management Advising
- Admissions Assistance
- Priority Registration
- Assistive Technology
- Alternate Test Site & Test Proctoring
- Readers/writers for Exams
- Disabled Parking
- Alternate Media (Audio & Electronic)
- Disabled Parking
- Smart Pen (Ask us about it!)

DSS Events & Programs Updates

Transitioning from College to Career

As the fall semester is coming to an end and the spring semester is approaching fast many students are preparing for graduation. After the celebrations are over students are left thinking, how do I start my career? In an effort to assist students make this transition the Disabled Student Services (DSS) office has joined forces with the Workforce Recruitment Program (WRP). WRP works as a job placement agency with the federal government. This is CSU Dominguez Hills (CSUDH) first time working with the organization. Students were able to register from the middle of August through middle of October. Now that the registration process has closed students are preparing for their interviews with WRP. Upon completion of their WRP interview students will receive job leads in the industry of choice. Students can then apply for jobs that interest them. With the knowledge gained through their academic career a student will be able to make the transition from college to career.



If you are interested in receiving additional information on how to transition from college to career opportunities please contact the DSS office.

-Tiffany R. Bolling

Andante'

Andante' is a recently revitalized Organization, here at CSUDH. Andante meaning a 'gentle flowing,' (but none-the-less moving). This definition truly provides the foundation for what the Andante Organization represents. This organization was created primarily to give a voice to students with disabilities. People with disabilities are the nation's largest minority group and cuts across all ethnic, sociological, and economical levels.

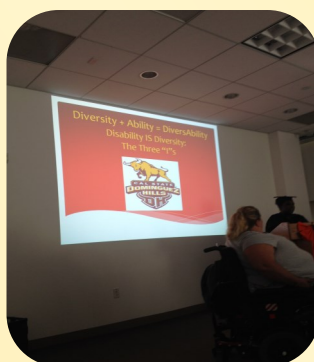
In an effort to give a voice and recognition to students with disabilities. Andante has sponsored several events and met monthly conducting order of business. The last two events were:

Bakesale: the event occurred on 10/22/15 on the LSU East walkway. The

Bakesale's purpose was to provide a fundraiser that would increase revenue and provide a means to be visible on the campus. The event raised over \$200.00.



Halloween Extravaganza: occurred on 10/29/15 in the LSU Meeting rooms. The Social Gathering provided Johnnie's Pizza, Nachos and soda. Students played games and were able to provide support regarding upcoming finals.



Andante' mission:

The purposes of Andante' is to foster students with disability(ies) independent decision making skills necessary for academic, occupational and personal success. It endeavors to develop activities of accessible information for learning trends in higher education; promote scholastic excellence; educate students regarding legal standards in the workforce and create opportunities for peer networking and interaction. This will be done by providing a voice on campus to stimulate activism and collaborate with other organizations; exposure with in the community and ultimately empowering students to grow as a global force for the future.

Be on the watch for upcoming Andante' events.

New Student Assistants

Sisters **Brittany & Brandi Embry** are the newest member of the Disabled Student Services Team.

Brittany, a helpful contribution to the Disabled Student Services Team, is a 3rd year Sociology student who is dedicated to her college career. She is not only an ideal candidate for the DSS office, she is also a peer student with a disability. This is due to the fact that she has a visual impairment. Brittany strives for success and does not allow her visual impairment to deter her progress.

Fun fact: Plays violin

Motto: "When life gets hard, you can be the victim or overcome."



Brandi, a freshman admit at CSUDH, is a great contribution to the Disabled Student Services team also. She is a student assistant and assists with any student needs from classroom accommodations to covering the office front desk. This student is majoring in communications, which makes her the ideal candidate to work with people. Her goal in life is to bring positive change in the world and will stop at nothing until she accomplishes her goals.

Motto: "Motivation & hard work leads to success!"

Fun fact: Enjoys writing speeches

OPEN HOUSE: from page 1

In celebration of the ADA 25th anniversary, DSS will have an open house of our new and improved testing site, and screening a series of films on disability issues at **Welch Hall D 180**. We also have several opportunity drawing during our event. Again, please save the date for **November 18th, 2015**. Our open house will be from 11-2pm and will announce the time for the films shortly. We hope to see you there!

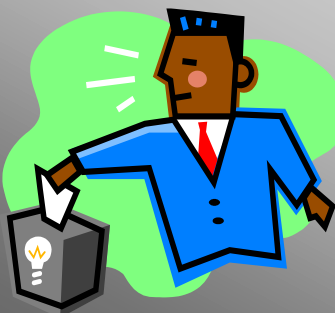


Patricia A. Wells, *Director*



What is the Best Way for You to Share Your Thoughts Regarding the Services You Receive Through DSS?

If you would like to share your thoughts regarding the Disabled Student Services office, please feel to contact our Director, Patricia Ann Wells. She is always willing to meet with students and address your concerns.



If you are not able to schedule a meeting due to your hectic class schedule, please feel free to email Ms. Wells at pwells@csudh.edu or drop a note in our Suggestion Box. Ms. Wells is the only one who has access to it and will certainly respond to your concerns.

Please note that we not only want to hear your concerns, we are anxious to hear the good things you have to share with us as well. We need your input and we welcome it.

For alternate format of Freeflight Newsletter, please contact our office at