



Office of Disability Rights (ODR) – JRO

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Central Purpose

- The mission of the District of Columbia Office of Disability Rights (ODR) is to ensure that the programs, services, benefits, activities, and facilities operated or funded by the District of Columbia are fully accessible to and useable by people with disabilities. ODR is committed to inclusion, community-based services, and self-determination for persons with disabilities. Finally, ODR is responsible for overseeing the implementation of the City's obligations under the Americans with Disabilities Act (ADA), as well as other disability rights laws.

Key Facts

- Although ODR is a small DC government office -- with only eleven (11) employees-- it vigorously pursues an expansive and important mission. ODR is primarily responsible for determining ADA compliance of District government. This responsibility includes providing advice regarding ADA reasonable accommodations to agencies and employees and ensuring that District government buildings, programs, benefits, and services are accessible to those with disabilities.
- ODR houses the Developmental Disabilities Council (DDC) and the DC Commission on Persons with Disabilities (DCCPD). The DCCPD advocates on behalf of persons with disabilities and their families to promote inclusive communities and service delivery systems and to provide opportunities for public input, outreach, and education. The DCCPD also facilitates ODR's collaboration with the Office of Human Rights, the Department on Disability Services, and all other agencies, boards, and commissions of the District of Columbia that affect the lives of residents with

disabilities to comprehensively implement ADA compliance and training programs.

- The DDC is a Mayor-appointed body established in accordance with the mandates of the D.C. Developmental Disabilities Basic State Grant Program. It is an independent, community-based advisory committee funded by the U.S. Department of Health and Human Services, Administration on Intellectual and Developmental Disabilities. The DDC possesses a membership of fifteen (15) dedicated individuals charged with identifying and addressing the most pressing needs of people with developmental disabilities in the DC community. The DDC seeks to strengthen the voice of people with developmental disabilities and their families in support of greater independence, inclusion, empowerment, and the pursuit of meaningful, self-directed life.

Goals/Performance Measures

- Be a model city of accessibility for people with disabilities.
 - Increase physical access to District-owned and leased facilities. In FY 2015, any Department of Parks and Recreation (DPR) facilities will be reviewed for accessibility within thirty (30) days of the agency request.
- Improve the responsiveness of government systems and employees to the needs of people with disabilities.
 - Provide a comprehensive disability rights education program for DC employees, contractors, and grantees. In FY 2015, ODR will provide technical assistance and training to District government agencies and local community service providers (non-governmental organizations) that

receive DC funding. Target: We will reach at least 1,000 participants this year.

- Develop and provide comprehensive community inclusion education. In FY 2015, ODR will partner with the Department of Behavioral Health (DBH) and one of its wellness center partners to conduct a community forum on fair housing and disability discrimination.
- Provide an effective dispute resolution and technical assistance program. In FY 2015, ODR will manage and provide resolution within thirty (30) days of any request for Informal Dispute Resolution, Information and Referral, or Technical Assistance.
- Implement city-wide reasonable modification program for District employees and effective communication policies and mechanisms. In FY 2015, ODR will continue to coordinate the District-wide contract for a centralized sign language interpretation program. ODR will schedule sign language interpretation within five (5) days of a request; and ODR will continue to provide the translation of agency documents into Braille and other accessible formats such as large print at no cost to an agency that requests such services.
- Increase hiring and retention of people with disabilities within DC government.
 - Ensure District employees with disabilities have a productive work experience. In FY 2015, ODR will assist District employees and ADA Coordinators with the completion of reasonable accommodation plans or resolutions of requests for reasonable accommodation within sixty (60) days of the request.
- Expand opportunities for people with disabilities to live in integrated community-based settings.
 - Implement the DC Olmstead Community Integration Initiative. The ADA (as interpreted in the Supreme Court’s “Olmstead” decision) requires governments to serve people with

disabilities in the most integrated setting appropriate to their needs. This court decision requires the District, as appropriate, to serve people with disabilities in community-based settings, rather than in institutions. In FY 2015, ODR will collaborate with Olmstead-participating agencies to develop tools to enhance the outreach and implementation of the goals and objectives highlighted in the FY 2015 edition of the Olmstead initiative “DC – One Community for All.” ODR will continue to monitor the agencies on a quarterly basis to determine compliance with their individual agency plans.

- Key Performance Measures for Fiscal Year 2015:
 - ODR will ensure that eighty five percent (85%) of all accessibility reports of District government owned, leased, or funded buildings are completed within thirty (30) days of the request.
 - ODR will ensure that it will take no more than five (5) calendar days to secure a sign language interpreter for a scheduled event. In most cases, it takes no more than three (3) days, but ODR has sometimes scheduled interpreters with as little as one day’s notice.
 - ODR will ensure that at least one thousand (1,000) District of Columbia employees, contractors, and grantees receive ADA training during this fiscal year.
 - ODR will ensure that all technical assistance calls, complaints, or resource requests are handled within thirty (30) days.
 - Finally, ODR will ensure that eighty five percent (85%) of all requests for assistance in providing a reasonable accommodations plan will be completed within sixty (60) days.

Programs/Services

- Provide Technical Assistance and Receive Complaints: One of the central purposes of ODR is

to provide information to people with disabilities about their rights. We offer technical assistance and guidance on the requirements of the ADA and other laws affecting people with disabilities. ODR also provides support, information, and training to ADA Coordinators.

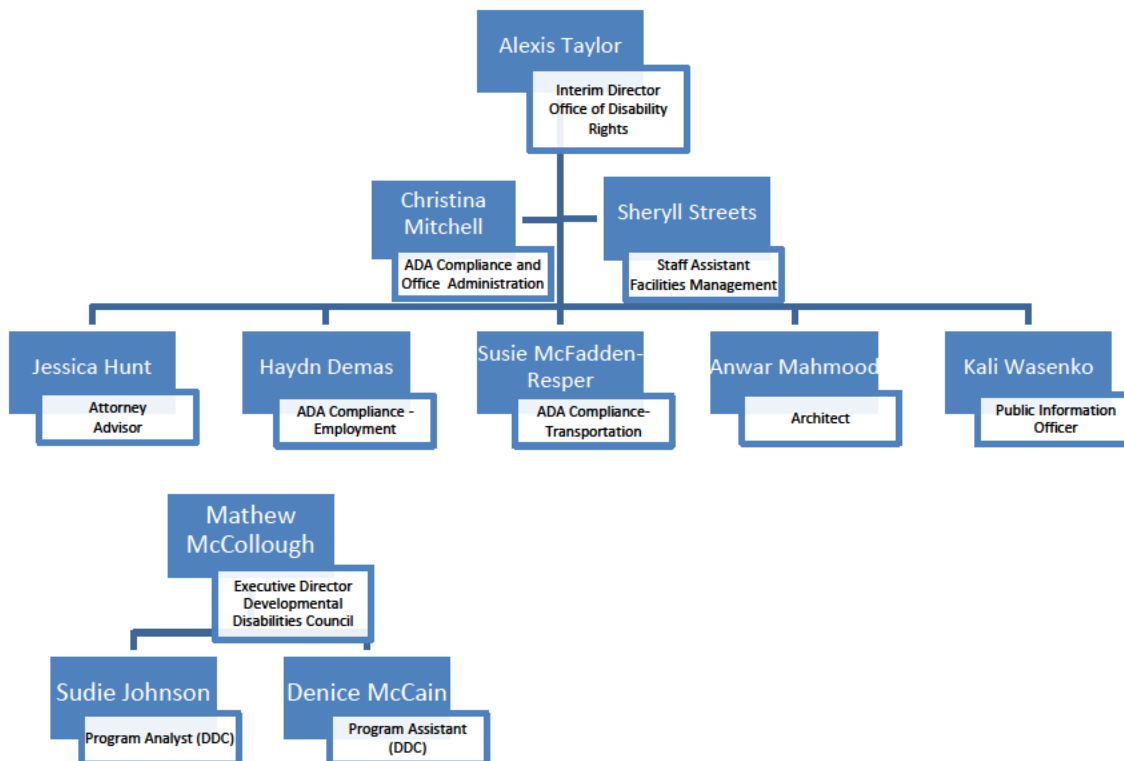
- Training: ODR provides various free training on the ADA and other disability rights laws and regulations to DC government agencies.
- Sign Language Interpretation: ODR provides sign language interpreter services (via a private contract vendor) for most DC agencies for meetings, conferences, trainings, and other interactions with DC residents and consumers who are deaf or hard-of-hearing. Although the program does not provide interpreter services for DC government employees, ODR will provide assistance to District agencies in identifying appropriate interpreting services needed by their employees.
- Braille and Large Print: When a District resident or DC Government agency's client or consumer requests official DC Government material in alternate formats (Braille, large print), ODR provides translation or formatting at no charge to the applicable agency.
- Closed Captioning: ODR assists in requesting transcripts for DC Government videos recorded prior to 2012 which were not captioned.
- Published Guidance: ODR's guidance assists DC Government employees, as well as the broader public, to effectively communicate with individuals with disabilities and to provide them equal access to an agency or organization's programs, benefits, and services. For example, ODR provides the following guidance:
 - Manual for Accommodating Employees with Disabilities

- Telecommunications Relay Service and TTY Guide
- Inclusive Meetings and Conferences
- Guidelines for Assisting Those with Accessibility Needs
- People First Language
- Employee Parking Reasonable Accommodation Guidance
- Section 508 Guidance: Web Accessibility Guide; Web and Social Media Accessibility Technical Assistance Manual
- Accessibility-Friendly Restaurant Guide
- Path to Community Living Handbook and Resource Guide
- Path to Preparedness Handbook

First Quarter CY2015 High Profile Issue(s)

- Accessible Vehicles for Hire: Councilmember Cheh introduced legislation that contemplates a graduated roll-out of a law requiring accessible vehicles for companies with more than twenty (20) vehicles in their fleets. The legislation projects the following percentages of accessibility: by 2014, 6%; by 2016, 12%; and by 2018, 20% of a covered fleet must be accessible. By accessible, the vehicles must accommodate motorized wheelchairs or wheel chairs which do not collapse as compared to manual wheelchairs. This is a nation-wide effort and has been attempted by many jurisdictions, with varying degrees of success. During testimony, ODR suggested a feasibility study to determine the efficacy of the projected rollout, use of incentives, tax breaks, multiple drivers, awards for good service, and creation of an accessible service fund.

Organizational Chart



Boards and Commissions associated with the agency

Board Name	Name of Chairperson	No. of Members
District of Columbia Developmental Disabilities Council	Tina Campenella	15
District of Columbia Commission on Persons with Disabilities	Denise Decker, PhD	8

Budget FY2015

Total Budget	\$ 1,649,563.25 ¹
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No. of Employees

Current No. of FTEs	11 ²
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Union Representation

Union(s)	Union Representative	No. of Members
American Federation of Government Employees (AFGE)	N/A	N/A
American Federation of State, County & Municipal Employees (AFSCME)	N/A	N/A

Facility Location(s)

Facility Name / ID	Address	Zip Code	Ward	Main Phone No.
Office of Disability Rights (ODR)	One Judiciary Square, 441 4 th Street, NW, Suite 729 North, Washington, DC	20001	2	(202) 724-5055

Key Projects/Initiatives

Project/Initiative Name	Brief Description	Delivery Date
Sheltering Initiative	Pursuant to direction from Deputy Mayor Quander's Working Group on Access and Functional Needs Emergency Planning, and in coordination with the ongoing Shelter Planning Initiative, the Office of Disability Rights took responsibility to coordinate the determination of ADA accessibility of specifically identified District of Columbia buildings.	7/2014-completion of plan-projected date: 6/2015
DC Advocacy Partners	DC Advocacy Partners is a nine month leadership training program funded by the DDC and designed for self-advocates and family members of individuals with intellectual/developmental disabilities. Through this program, District residents gain leadership skills and techniques to help develop positive partnerships with elected officials, school personnel, and other community leaders. The participants become policy influencers and engage in interactive learning experiences and gain valuable information about current issues, services and strategies, as well as policymaking and legislative processes at local and national levels.	10/01/2014 to 9/30/15

¹ \$536, 097.23 is exclusively the DDC's budget.

² This includes the three (3) Council employees, and eight (8) employees are ODR employees.

Project/Initiative Name	Brief Description	Delivery Date
Reasonable Accommodations in the District	This year, we plan to work with DC Agency ADA Coordinators to track the number of ADA reasonable accommodations requests and to ensure that ODR opines on all requests in DC government.	10/01/2014-ongoing
Equal Employment Opportunity (EEO) Counselors	ODR proposes to become the point-of-contract for EEO Counselors to provide support, advice, and information in the resolution of complaints as to prevent further adjudication (at OHR, EEOC, or court)	1/01/2015-ongoing

Capital Program(s)

Project Name	Budget ID	Funding Source	Project Budget	Current Balance	Delivery Date
N/A					

Important/Significant Dates

Event	Brief Description	Delivery Date
Mayor's Disability Expo	Every year, ODR in partnership with other District agencies, provides a program, guest speakers, and vendors with services and goods for individuals with disabilities.	10/09/2014; 10/2015
Blindness Awareness Day	In October of 2015, ODR plans to host our 2 nd Annual Blind Awareness Day or White Cane Day. We will partner with Columbia Lighthouse for the Blind and other organizations.	10/15/2014; 10/2015
Disability Mentoring Days	In recognition of Disability Employment Awareness Month (October), ODR and the DDC coordinate with high school and college students with disabilities to spend one day between October 15 th and October 31 st visiting a District government agency or DC metropolitan company that matches their interests for one-on-one time with volunteer mentors. It provides an opportunity to underscore the connection between school and work, evaluate personal goals, learn about career opportunities in the District and develop mentoring relationships with government and business leaders.	This year, 10/15-31/2014; 10/2015

Key Contracts

Project Name	Vendor Name	Total Contract Value	Contract Term
DC Advocacy Partners	Institute for Education Leadership	\$ 156, 000	10/2014 to 09/2015
Sign Language Interpretation	Graham Staffing	\$ 200, 000	provided services FY2014

Key Agreement(s) / Memorandum(s) of Understanding

Project Name	Brief Description	Agreement Term
Sign Language Interpretation Services for DC Government	The Office of the City Administrator (OCA), on behalf of ODR	10/2014 to 09/30/2015
Department of Disability Services-RSA	Provide funding for the services by Washington Ear which tapes the recording of newspapers for the blind or low vision community-Amount \$50,000	10/1/2014 to 09/30/2015

Grant(s) Awarded (or Pending Award) to Agency

Grant Name	Name of Grantor	Total Grant Amount	Current Grant Balance	Grant Expiration
N/A				

Active Litigation(s)

	
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Consent Decree(s)

Project Name	Brief Description	Agreement Term
N/A		