**1.4.4 Outreach and Educate – Outreach to Nevada businesses to introduce communication access options and encourage their use in serving the target population**

* Provide employers with handout/booklet on ADA laws regarding employer’s responsibilities with employee(s) with disability.
* Provide deaf/hard of hearing effective communication/sensitivity training to employer and employees
* Educate employer that deaf/hard of hearing individuals can do the job, only barrier is ability to hear and communicate in different methods that varies individually, in addition accommodations can remove those barriers
* Employer should ask employee what accommodations they need to perform their essential functions of the job
* Make them aware if a deaf person is signing, does not mean that they are aggressive (It’s their way of communicating using facial expressions and hands as their communication method)
* Employer and employee should have a safety plan established at place of employment such as; Firealarm-Strobe alert system, designate co-worker(s) to alert employee in emergency situation, communication methods such as text messaging to alert employer of emergency or other situation to be aware of
* Make them aware if a deaf person is signing, does not mean that they are aggressive (It’s their way of communicating using facial expressions and hands as their communication method)
* Employers should inform other employees in their workplace that a deaf person is working with them and do introductions to all employees to deaf/hard of hearing employee as part of their orientation/first day on the job
* Deaf/Hard of hearing assistive technology available that can be utilized in workplace include the following options depending employee’s preference as each deaf/hard of hearing needs varies;

ASL Interpreters

CapTel Phone

Amplified Phone

Videophone

Ubi-Duo

Text Messages

Skype Instant Messenger

Video Remote Interpreting (VRI)

* Each deaf/hard of hearing individual has different communication methods that varies individually.

American Sign Language (ASL)

Signed Exact English (SEE)

Spoken English (Oral)

Written English

It varies individually, which is why it’s important for both employer and employee to know what the employee’s preferred method of communication in order to have effective communication

* Individuals with deafness or hearing loss may either have hearing aids, cochlear implant or no assisted hearing devices as it’s their choice to use these options
* Lip-reading is not always effective, however some individuals choose to use this method
* List of assistive technology available from Deaf Centers of Nevada at no charge to eligible consumers include the following below;

CapTel Phone

Amplified Phone

TTY

Doorbell alert system/Bed Alarm Shaker

Fire Alarm/Smoke detector with strobe alert lights

Note; Other assistive technology equipment also available, Deaf Centers of Nevada can assess consumer’s needs to get specific equipment that may not be listed here

* Provide list of American Sign Language Interpreter agencies as reference for employer;

ASL Communications – 702-610-4722

Preston Bass Interpreting Services – 702-228-5181

Sorenson Community Interpreting Services- 1-800-659-4783

* Educate employer on their responsibility to provide accommodations for their deaf/hard of hearing employees