

**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