

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