



**LEVEL UP:
KNOW HOW TO
SUPPORT YOUR LAW
STUDENTS WITH
DISABILITIES**

The Law

UNDER ADA, both public and private colleges and universities must provide equal access to postsecondary education for students with disabilities.

- Title II of the ADA covers publicly-funded universities, community colleges and vocational schools.
- Title III of the ADA covers privately-funded schools.
- All public or private schools that receive federal funding are required under Section 504 of the Rehabilitation Act to make programs accessible to students with disabilities.

Bucket #1: Safe and Welcoming Space

- 1) University's Disability Resource Contact
- 2) Outside resources
 - *ABA
 - *National Disabled Law Students Association (NDLSA)
 - *National Business & Disability Council
 - *Learning Disabilities Association of America
 - *Affordable Colleges Online
 - *Disability Rights Bar Association (DRBA)
 - *Job Accommodation Network (JAN)

Bucket #1: Safe and Welcoming Space

- 3) Offer students option to self disclose during 1L meetings or anytime after
 - *allows for focused outreach and conversations regarding accommodations (career services and testing)

Bucket #1: Safe and Welcoming Space

Accommodations Career Services

- Every student is different – discuss accommodations
- All documents readable by an e-reader including job postings
- Sign language interpreter or closed caption
- Record programs
- Provide print materials in different formats
- Use slides and other visual cues
- Break concepts into smaller pieces over several programs
- Vary presentation style (lecture, small group, Q&A)
- EXAMPLE from Table Talk event

Bucket #1: Safe and Welcoming Space

Classroom and General University Accommodations

- Set up syllabus with links that populate calendar
- Priority class registration
- Note taker
- Access to technology (audiobooks, software, etc.)
- Provide outline in advance of lesson

Bucket #1: Safe and Welcoming Space

Testing Accommodations

- Separate room for testing
- Alternate format (giving written exam orally, etc.)
- Extended time
- Medical devices or phones on desk
- Use of dictionary or spell checker software
- Designated test reader
- Ability to dictate answers to a scribe or recorder
- Allow sensory tools to help with anxiety or ADHD (stress ball or exercise bands)

Bucket #2: Bar Exam & MPRE

State Bar Exam

- Requirements to receive accommodations are state specific
<https://www.americanbar.org/groups/diversity/disabilityrights/resources/biad/>
- Know the requirements and deadlines
 - *California – apply as early as the beginning of the last year of law school and no later than 3 months before bar
- Apply early so there is time to appeal
 - *Expect to appeal if you need more favorable terms
- Personal statement
- Gather documents now and ensure all reports list necessary accommodations –”suggested accommodations” not helpful

Bucket #2: Bar Exam & MPRE

EXAMPLE – Maryland

- *Submit at least 60 days before application deadline for exam you plan to take
- *Sent separate from your bar application
- *Copies of all documents sent with each application
- *Documents included:
 - Request form with specific requests and “sufficient specificity”
 - Letter from law school describing accommodations received
 - Certified copies of transcripts
 - Standardized test score reports and requesting test accommodations
 - Evaluation Report from treating health professional
 - *Treating physician’s qualifications
 - *Recent evaluation and testing
 - *Diagnostic methods
 - *Candidate’s limitations
 - *Recommendation of specific accommodations
 - Any other materials deemed relevant to substantiating disability

Bucket #2: Bar Exam & MPRE

Multistate Professional Responsibility Exam (MPRE)

- *National Conference of Bar Examiners
- *After student registers, should submit request for accommodations – file must be completed by the late registration deadline for MPRE test date they plan to take, but earlier is always better
- *Requirements
 - Applicant Request form
 - Personal Narrative (Optional)
 - Medical Documentation
 - Proof of Past Accommodations
 - Standardized test score reports

Bucket #2: Bar Exam & MPRE

Frequently Requested Accommodations for Bar

- *Extended time
- *Separate testing room
- *Customized exam materials (Braille & large print)
- *Medical devices allowed on desk (CGM)
- *Wheelchair access
- *E-readers or other technology
- *Readers or personal healthcare assistant
- *Permission to dictate to a typist or digital recorder

Bucket #3: Preparing for Employment

- 1) Career Services ensures that all posted employers have non-discrimination policies
- 2) Avoid assumptions and just ask the student
- 3) Networking events with varied formats (small groups, table talks, one-on-one discussions, lunches, etc)
- *4) Internships & Post Grad Programs and Opportunities
-includes diversity programs
- 5) Disclosure

Bucket #3: Preparing for Employment

Internship and Post-Grad Programs

- *ABA Internships
 - ABA Commission on Disability Rights Internship
 - ABA Prudential Summer Internship
 - ABA Travelers Summer Internship
 - ABA Microsoft Summer Internship
 - ABA Accenture Summer Internship
 - ABA Business Law Fellows
- *The American Association of People with Disabilities
- *Bazelon Center Internship
- *AAPD Summer Internship Program
- *Firm Diversity Programs
- *State Diversity Programs
- *1L LCLD Scholars Program (Leadership Council on Legal Diversity)
- *Workforce Recruitment Program for College Students with Disabilities
- *Presidential Management Fellowship

Bucket #3: Preparing for Employment

Disclosure

- Sensitive subject – must listen to students and understand their concerns
- Students must decide if they want to disclose to an employer – thought process different for everyone
- Deciding to disclose
 - *Are accommodations needed? Is the student comfortable disclosing?
 - *If student decides to disclose, they should provide accurate and necessary information –
 - Control the Narrative
 - General information about disability
 - Purpose of disclosure - disability affects their ability to perform key job tasks
 - Past accommodations and requested accommodations for this employment
 - *Consider who is the appropriate contact at the employer
- When to disclose?



LEVEL UP: KNOW HOW TO SUPPORT YOUR LAW STUDENTS AND LAWYERS WITH DISABILITIES

Mark Crestohl, Labour and
Employment Counsel
Accenture

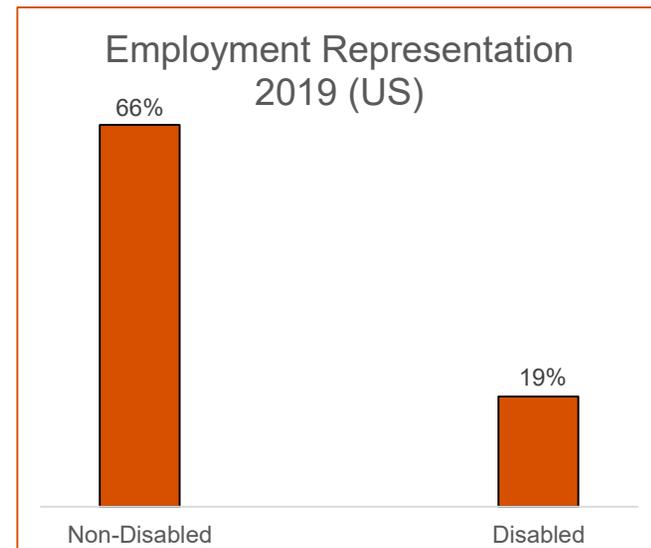


Inclusion Starts with I



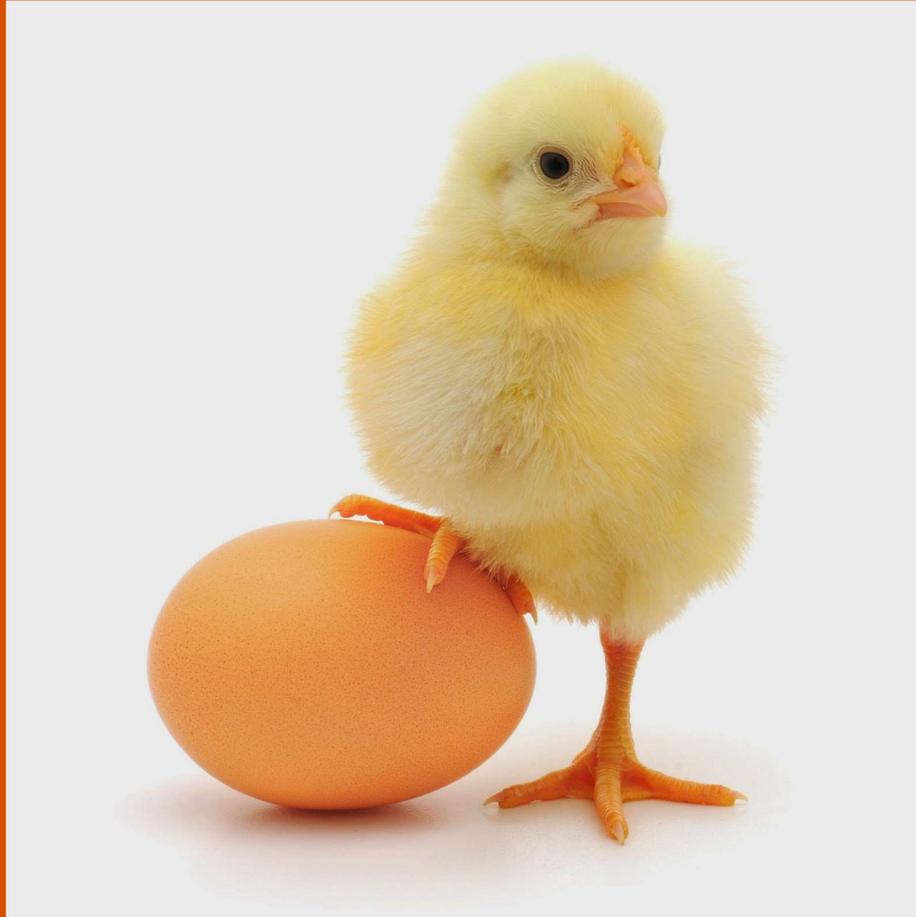
Untapped Source of Talent

- People with disabilities are dramatically under-employed
- Employers realize that increasing diversity is not only the right thing to do, but is a business necessity
- Employers who do better at accommodating people with disabilities, outperform their peers



Success





Employers need self-identification to:

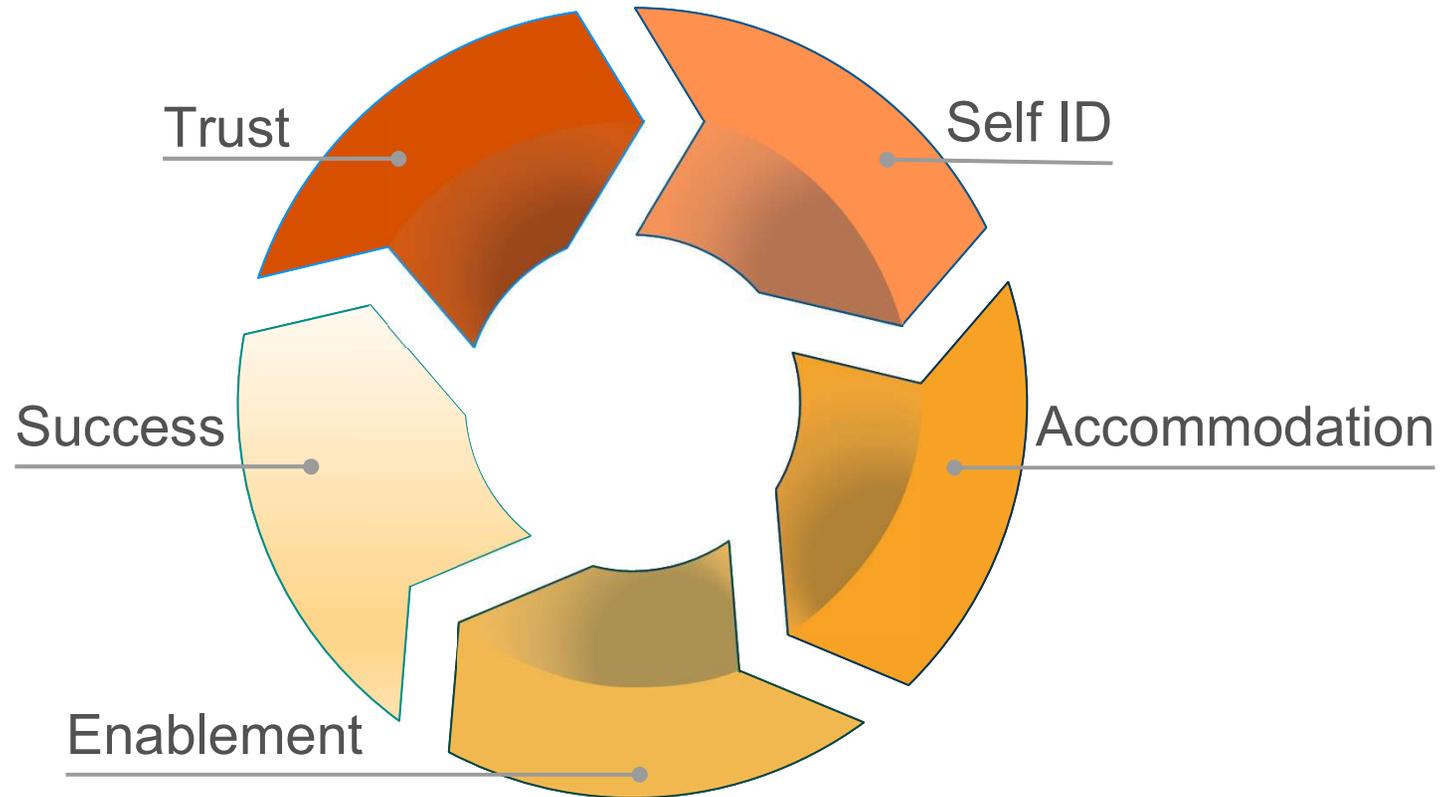
- Measure workforce
- Identify barriers
- Enable employees to succeed

More than $\frac{3}{4}$ of employees don't self ID

To encourage self ID:

- Explain need
- Build trust
- Honor the trust

Virtuous Circle





Chad Jerdee
Accenture General Counsel
(Retired)

“Being honest about where you stand can be a hard—yet crucial— first step toward becoming a more inclusive company. Accountability and creating an environment of trust where employees feel comfortable self identifying as having a disability are true measures of inclusion.”

Strategy



Identify Barriers

Representation of people with disabilities should be equal or better than their representation at the previous stage

Promotion

Attrition

Hiring

Applicant Pool

Accommodation

- Obligation is usually on the employee to ask for accommodation
- Interactive process – active engagement by employee and employer
- Managers may not have previous experience and may need help
- Employee knows their disability better than anyone
- Accommodation has to be provided to the point of undue hardship
- Often not hard or expensive
- Technology has removed many barriers
- Adjusting culture and attitudes: get past “we’ve always done it this way”
- COVID has opened eyes to the viability of remote work
- Failing to accommodate is a lose-lose: By definition, employees who require accommodation cannot perform to their best without it



Inclusion



Verna Myers
Disability Advocate

“Diversity is like being invited to the party; Inclusion is being invited to dance”

Business Growth: Disability Engagement

Organizations most focused on disability engagement are growing faster than peers ...

Sales
2.9x

Profits
4.1x

People with Disabilities haven't been leveraged

Organizations lack understanding:

1. Scope of talent available
2. Potential benefit
3. Cost vs. ROI

Role Models

Mental Health

Innovate

Flexibility

Unlock
Inclusivity

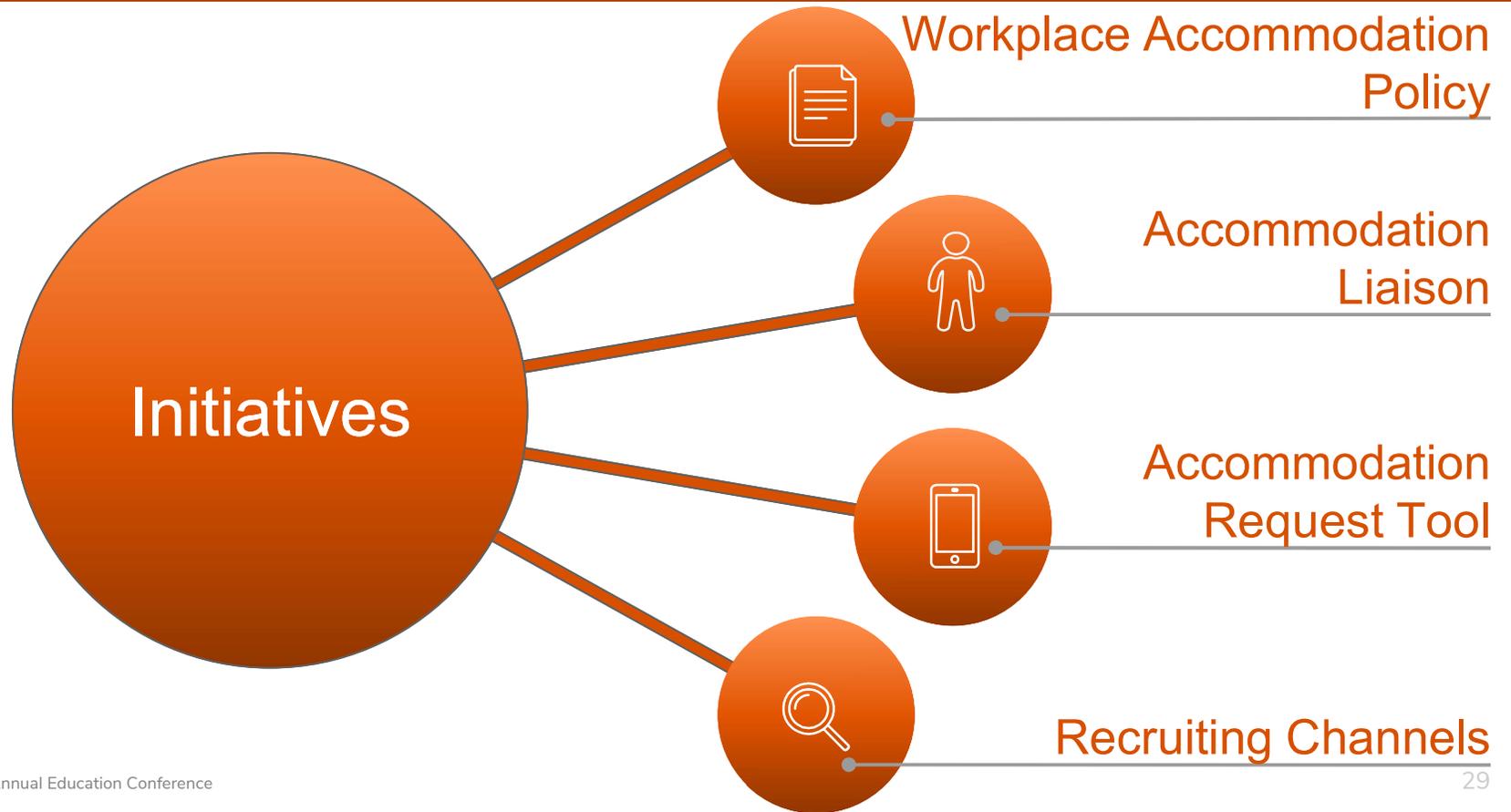
Employee
Resource Groups

Parental Leave

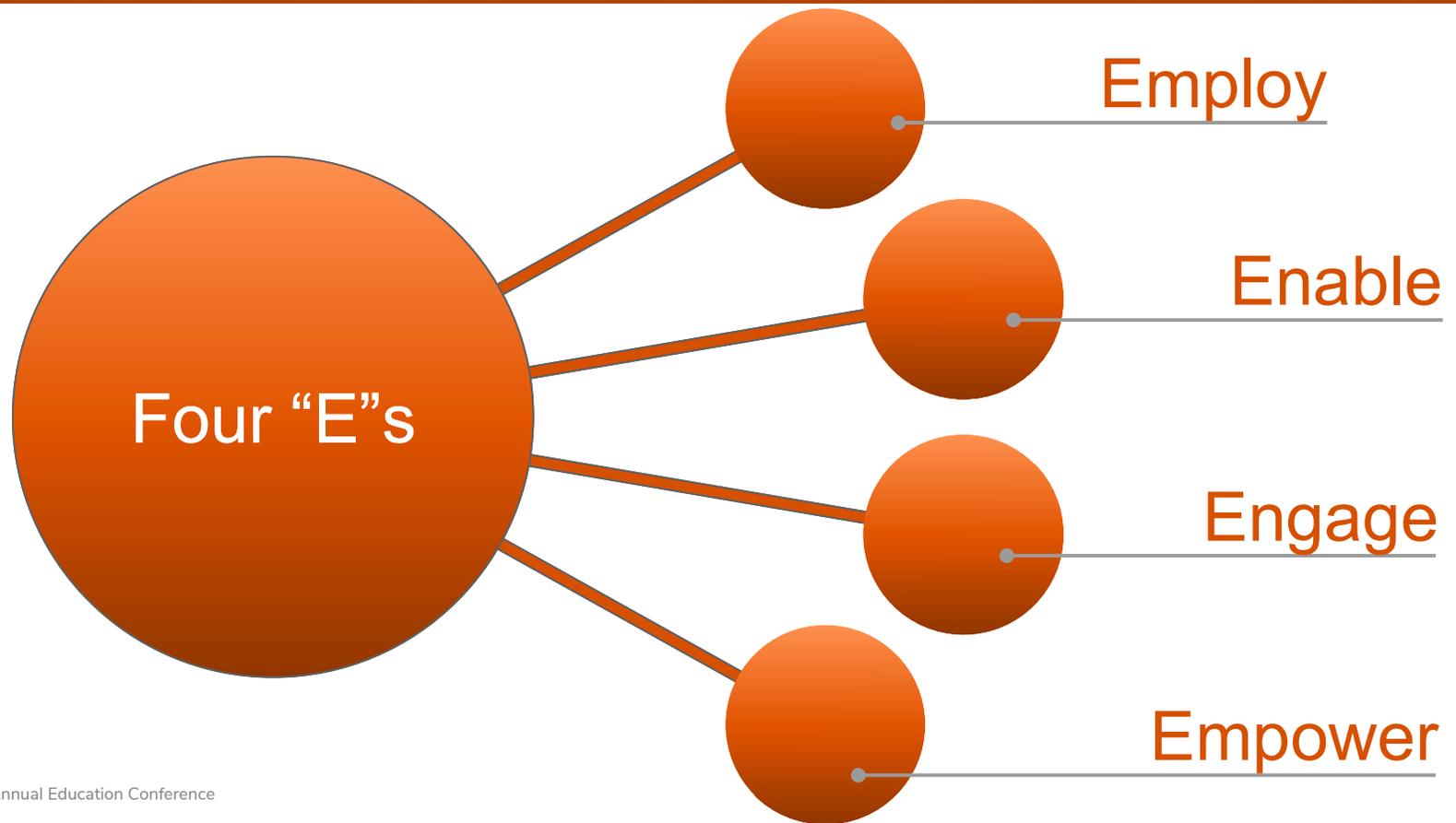
Fair Transparent
Pay

Training

Accenture Initiatives



Accenture Legal's 2021 Disability Enablement Priorities



Calls to Action

Disability
Equality Index

Make Your
Case

Win the War

Resources:

Why Hire Lawyers with Disabilities – [ABA video](#)

Getting to Equal: [The Disability Inclusion Challenge \(2018\)](#)

Enabling Change: [Getting to Equal 2020: Disability Inclusion](#)

Inclusion Starts with I – [Accenture video](#)

Disability Equality Index - <https://disabilityin.org/what-we-do/disability-equality-index/>

2020 Disability Equality Index Report:

<https://disabilityin-bulk.s3.amazonaws.com/2021/2020+DEI+Report+508.pdf>