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## ABSTRACT

This material is designed to help faculty understand the requirements of the Americans with Disabilities Act of 1990 (ADA). A brief overview notes three key considerations: the definition of disability, reasonable accommodation, and undue hardship, and then discusses faculty liability and responsibility for discriminatory acts. The balance of the report is an appended guide designed to lead the reader through the huge database of information and assistance available on the Internet. Each section contains material obtained via the Internet, and the materials were current as of November 19, 1996. There is a printout of the U.S. Department of Justice ADA Home Page, showing additional sites with information on the ADA. Next, the "Americans with Disabilities Act Document Center" Web site directs the reader to hundreds of additional sites including sources of ADA documents, the Job Accommodation Network, the Social Security Administration, and other disability sites. Also listed are Internet legal sites, sites for employment issues, and sites for architecture and construction. There is a list of Internet newsgroups, search resources, and library resources. Other materials include: a brief overview of the Americans with Disabilities Act; a list of the activities of the National Institute on Disability and Rehabilitation Research (NIDRR); and information on the Great Lakes Disability and Business Technical Assistance Center and the ADA-Ohio Steering Committee. (CH)

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ACCOMMODATION HELL,

or, TO HELL WITH ACCOMMODATION:

THE ADA AND THE ADMINISTRATION

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William L. Robinson

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Background

The Americans with Disabilities Act of 1990 (ADA) is the prime legislative extension of Section 504 of the Vocational Rehabilitation Act of 1973, which states, "No otherwise" qualified person with a disability shall solely by reason of his or her disability, "be excluded from participation in, be denied the benefits of, or be subject of discrimination under any program receiving federal assistance."

The ADA extends and defines the scope of Section 504, and adds the complete prohibition of discrimination in the private sector. The ADA, which took effect on July 26, 1992, prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in specified terms, conditions and privileges of employment, including the following areas:

- job application procedures;
- hiring;
- firing;
- advancement;
- compensation; and
- job training.

Key Considerations

Three areas of consideration are of primary importance to understanding the ADA, and thus to its effective and fair administration: Definition of Disability, Reasonable Accommodation, and Undue Hardship.

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An individual with a disability is a person who:

- has a physical or mental impairment that substantially limits one or more major life activities;
- has a record of such an impairment; or
- is regarded as having such an impairment.

Physical impairments which fall within this definition include those that are acute, chronic, or transitory. Mental impairments which fall within this definition are not limited to traditional psychiatric diagnoses, and do include the full inventory of social, emotional, and learning disabilities.

A qualified employee, applicant, or student with a disability is an individual who, with or without reasonable accommodation, can perform the essential functions of the job/role in question.

Reasonable accommodation may include, but is not limited to:

- making existing facilities used by employees/students readily accessible to and usable by persons with disabilities;
- job/role restructuring;
- modifying schedules;
- reassignment to a vacant or more suitable position/status;
- acquiring or modifying equipment or devices;
- adjusting or modifying examinations;
- adjusting or modifying training materials or policies;
- substituting or waiving specific course or training requirements;
- and
- providing qualified readers or interpreters.

An employer or campus is required to make an accommodation to the known disability of a qualified person if it would not impose an undue hardship on the operation of the business, agency, or institution. Undue hardship is defined as an action requiring significant difficulty or expense when considered in light of such factors as the size, financial resources, and nature or structure of the organization. There is no requirement to lower quality or production standards in order to achieve accommodation, nor is it required that personal use items such as eye-glasses or hearing aids be provided by the organization.

### Faculty Responsibility

Faculty members are not viewed by the Executive Branch or by the courts as independent contractors. As employees of institutions which have compliance responsibilities under federal statutes and regulations, faculty must assist institutions in satisfying organizational obligations.

Consistent with the definitions adopted by campuses throughout the nation, Faculty can be held personally liable for discriminatory acts, including the contents of the ADA.

Howe v. Hull 873 F. Supp 72, 77 (N.D. Ohio, 1994)

*An individual may be subject to personal liability under the ADA...where (1) he or she is in a position of authority; (b) within the ambit of this authority her or she has both the power and discretion to perform potentially discriminatory acts; and (c) the discriminatory acts are the result of the exercise of the individual's own discretion, as opposed to the implementation of institutional policy or the mandates of superiors.*

[See also U.S. V. Morvant, 843 F. Supp 1092 (E.D. La 1994)]

Philosophical debates by faculty members are meaningless with regard to the statutory concept of reasonable accommodation. Despite their penchant for arguing issues of fairness, cost, academic standards, etc., faculty members and administrators who choose to argue against that statutory concept are (1) engaging in a futile exercise and (2) putting themselves and their institution at considerable risk, both ethical and financial.

Courts consistently have held that such arguments by faculty and administrators reflect (1) the biased and discriminatory attitudes which the ADA is intended to eliminate, (2) the lack of understanding regarding legal mandates and institutional responsibilities, and (3) a misguided belief that the principle of academic freedom justifies decisions and behaviors which are discriminatory. [cf *Disability Accomodation Digest*, Summer 1995] The same courts have found equally consistently that individuals and institutions which set themselves in opposition to the ADA are amenable to financial penalties which suggest that the full power of the state budget or the campus endowment fund are available to them.

Faculty members do have the right to raise objections to ADA-related matters. There is no question that the increasing number of students with disabilities entering postsecondary institutions, and the subsequently increasing number and scope of requests for accommodation, make exceedingly difficult the assurance of uniform, quality instruction. Court decisions make it clear that requests of students for accommodation need not be provided under the following circumstances:

1. the student is not qualified for the course/experience;
2. the accommodation would result in a fundamental alteration of the program;
3. the institution is being asked to address a personal need; or
4. the accommodation would impose an undue financial or administrative burden.

In each of the above circumstances, the burden of proof is on the institution, an institutional representative, or the individual faculty member to provide documentation which establishes the condition on which the decision not to provide accommodation has been based. In order to meet requirements of sufficiency, the "proof" must demonstrate conclusively the following:

1. that the specific skills and abilities of a particular student were taken into account;
2. that the identified factor does in fact reflect legitimate concerns regarding the particular situation; and
3. that a good faith effort was made to provide the student with the desired access.

It must be admitted that the burden of proof can be so onerous that the probability of suspending the process -- thereby granting the accommodation -- is high.

### Resources

The following pages contain materials which enable the reader to develop a working knowledge of the requirements and procedures stipulated in, or promulgated by, the American with Disabilities Act of 1990. Each section contains material obtained via the Internet, and the materials are current as of November 19, 1996.

### Endnote

As a final note to this summary document, it is essential that faculty be advised -- and if they refuse the advice then for the sake of the institution they must be required -- to do the following:

1. know the basic guidelines of the law, as outlined above;
2. understand their personal liability as defined by the law;
3. include an appropriate statement concerning ADA and accommodation on the printed syllabus distributed in every class;
4. listen carefully to any comment from any student who might be presenting either a disability or a request for accommodation;
5. strive to achieve reasonable accommodation, in full cooperation with the student(s) and the campus office(s) charged with responsibility for compliance with ADA; and
6. ask for help at the slightest hint of misunderstanding or conflict: the consequences of acting independently are potentially catastrophic for the student as well as for the institution.

**APPENDIX I**

**U.S. Department of Justice  
Americans with Disabilities Act**

**ADA HOME PAGE**



**U.S. Department of Justice**

**Americans with Disabilities Act**

**ADA HOME PAGE**

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The ADA prohibits discrimination on the basis of disability in employment, programs and services provided by state and local governments, goods and services provided by private companies, and in commercial facilities.

The ADA was signed into law on July 26, 1990. It contains requirements for new construction, for alterations or renovations to buildings and facilities, and for improving access to existing facilities of private companies providing goods or services to the public. It also requires that State and local governments provide access to programs offered to the public. The ADA also covers effective communication with people with disabilities, eligibility criteria that may restrict or prevent access, and requires reasonable modifications of policies and practices that may be discriminatory.

The ADA gives the Department of Justice (DOJ) authority to issue regulations for title II and III of the ADA and to provide technical assistance and enforcement. The Department also has authority to certify that a State or local accessibility code is equivalent to the ADA's requirements for new construction and alterations.

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**Toll-Free ADA Information Line**

Call to obtain answers to general and technical questions about the ADA and to order technical assistance materials: 1-800-514-0301 (voice) 1-800-514-0383 (TDD)



**Enforcement**

The Department enforces the ADA requirements in three areas --  
Title I: Employment practices by units of State and local government,  
Title II: Programs, services and activities of State and local government, and  
Title III: Public accommodations and commercial facilities (private businesses and non-profit service providers).



**Settlement Information**



**Technical Assistance Program**

The ADA requires the Department to provide technical assistance to entities

and individuals with rights and responsibilities under the law.



**Certification of State and Local Building Codes**

The Department is authorized to certify building codes that meet or exceed the ADA Standards for Accessible Design.



**ADA Technical Assistance Materials**

Select for a list of available materials and to download regulations, technical assistance materials, and other information from the Department of Justice and other agencies.



**New Technical Assistance Materials:**

Accessible Stadiums, ADA Guide for Small Businesses, ADA-TA, and Commonly Asked Questions About Service Animals



**New or Proposed Regulations**



**Department of Justice - National Association of Attorneys General Initiative**



**ADA Technical Assistance Grant Program**

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**[Go to Department of Justice Press Releases](#)**

**[Go to Civil Rights Division Home Page](#)**

**[Department of Justice Home Page](#)**



APPENDIX II

AMERICANS WITH DISABILITIES ACT  
DOCUMENT CENTER

# Americans with Disabilities Act Document Center

## ADA Statute, Regulations, ADAAG (Americans with Disabilities Act Accessibility Guidelines), Federally Reviewed Tech Sheets, and Other Assistance Documents

*This site has been rated among the top 5% of all sites on the Internet by Point Survey and rated as a Three Star \*\*\* site by Magellan.*



This website contains copies of the Americans with Disabilities Act of 1990 (ADA), ADA regulations, technical assistance manuals prepared by the United States Equal Employment Opportunity Commission (EEOC) or the United States Department of Justice (DOJ), and other technical assistance documents sponsored by the National Institute on Disability and Rehabilitation Research (NIDRR) and reviewed by EEOC or DOJ.

This website also provides you with links to other Internet sources of information concerning disability issues as well as links to other Internet sources of information concerning legal issues and also sources concerning occupational health and safety and Total Quality Management issues. If you are searching for an item not to be found on this site, you can use the Internet search tools and links to libraries which this site provides.

Furthermore, this website provides you with information concerning and links toward the Job Accommodation Network (JAN).

Established by the President's Committee on Employment of People with Disabilities, JAN can provide you with specific technical suggestions on how to achieve a reasonable accommodation network and also maintains an electronic bulletin board system.

Finally, this website provides you with some background information concerning the ADA as well as of the persons who have helped create this site.

**WARNING:** Do not assume that, because these documents have been prepared by or reviewed by EEOC or DOJ, they are therefore complete or accurate statements either of the law or of EEOC's or DOJ's position with respect to the law. The courts may interpret the ADA differently than what these documents state; and furthermore the EEOC or DOJ, which merely reviewed these documents and have not endorsed or approved them, may subsequently adopt a different position than what these documents state. The information or materials provided are intended solely as informal guidance, and are neither a determination of your legal rights nor your responsibilities under the ADA. For legal advice concerning the ADA, seek an attorney.

### **These documents result from a NIDRR project to help implement the ADA**

NIDRR has sponsored or is distributing these documents as part of the federal government's plan to provide technical assistance to help implement the ADA.

**These documents have been provided by the Great Lakes Disability and Business Technical Assistance Center, the ADA-OHIO Steering Committee, and Duncan C. Kinder, JD.**

To help implement the ADA, NIDRR has established ten Disability and Business Technical Assistance Centers throughout the United States. Each serves a region of about five states each. They not only

Centers throughout the United States. Each serves a region of about five states each. They not only distribute these documents, but provide technical support and referrals to local sources of disability expertise.

The Great Lakes DBTAC , University of Illinois at Chicago, serves NIDRR's Region V: Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

For each state in Region V, the Great Lakes DBTAC has sponsored a steering committee. Each steering committee works to help implement the ADA within that state. ADA-OHIO is Ohio's steering committee.

Duncan C. Kinder, JD, is a member of the ADA-OHIO Steering Committee. A long-term survivor of childhood cancer, he has published on how the ADA's reasonable accommodation requirements are consistent with Total Quality Management.

## Index of Options

To reach any section of this website, you may either click one of the lines below, or if you prefer, you may simply scroll up and down the site. At the end of each section, you will be given the choice either to return to the home page, above, or to return to this index, where you may click to other parts of this website. Of course, you also may continue to scroll.

**NOTICE: The listing of other sites is for reference only. No endorsement of these sites is thereby meant. No representation or warranty concerning the quality or any other characteristic of these sites is being made.**

- Go to documents to read or download
- Go to Information about and links with the Job Accommodation Network
- Go to links with other Internet disability sites in general
  - Go to Links with other Internet sites concerned with general medical and health care Issues.
  - Go to links with other Internet sites concerned with AIDS/HIV
  - Go to links with other Internet sites concerned with alcohol and drug-related issues
  - Go to links with other Internet sites concerned with back pain
  - Go to links with other Internet sites concerned with cancer
  - Go to links with internet sites concerned with hearing impairment
  - Go to links with other Internet sites concerned with mental disabilities
  - Go to links with other Internet sites concerned with mobility impairments
  - Go to links with other Internet sites concerned with visual impairment
- Go to links with other Internet legal information sites
  - Go to other internet sources of federal, state, and local governmental and political information
  - Go to internet sources of statutes, regulations, case law, and other general legal authority
- Go to links with other Internet sites concerned with employment issues
  - Go to other Internet sites concerned with human factors
  - Go to other Internet sites concerned with workers compensation
  - Go to links with other Internet safety and Total Quality Management sites
  - Go to other Internet sites related to human resources or to employee benefits
- Go to links with Internet sites concerned with architecture and construction
- Go to Internet newsgroups
- Go to links with Internet search resources
- Go to Internet library resources
- Go to a brief overview of the Americans with Disabilities Act.
- Go to a brief description of NIDRR plus links to other NIDRR-related Internet sites.
- Go to a description of the Great Lakes DBTAC.
- Go to a description of the ADA-OHIO Steering Committee.

- [Go to a description of the ADA-OHIO Steering Committee.](#)
- [Go to a biography of Duncan C. Kinder, JD. and to provide feedback or to make comments concerning this site.](#)

## ADA Documents

**DISCLAIMER: These documents are being distributed "AS IS." No responsibility is assumed for any error, omission, or inaccuracy in these documents either as to representation of law or of fact. Moreover, it is possible that these documents may differ from their original because of alteration, of error in transmission, of failure in reproduction, or for other reasons.**

- [Regulation: Title I: Final Rule](#) This is the regulation the EEOC has issued interpreting Title I of the ADA. It pertains to employment questions.
- [Regulation: Title II: Final Rule](#) This is the regulation DOJ issued interpreting Title II of the ADA. It pertains to state and local governments but does not pertain to transportation issues.
- [Regulation: ADAAG \(The Americans with Disabilities Act Accessibility Guidelines\)](#) Issued by Architectural and Transportation Barriers Compliance Board, this pertains to the ADA's architectural features.
- [Regulation: Title III: Final Rule](#) This is the regulation DOJ issued interpreting Title III of the ADA. It pertains to public accommodations.
- [Regulation: EEOC-Labor ADA 503 Coordinating Regulations](#) EEOC and Department of Labor regulation. Procedures for Complaints/Charges of Employment Discrimination Based on Disability Filed Against Employers Holding Government Contracts or Subcontracts
- [Public Law 101-336: The Americans with Disabilities Act](#) This is the statute itself.
- [A Technical Assistance Manual on the Employment Provisions \(Title I\) of the Americans with Disabilities Act](#) EEOC Publication. Does not carry force of law.
- [Title II Technical Assistance Manual](#) DOJ publication. Does not carry force of law.
- [Title III Technical Assistance Manual](#) DOJ publication. Does not carry force of law.
- [ADA Highlights](#) DOJ Publication. Title II. Does not carry force of law.
- [Title III Highlights](#) DOJ Publication. Does not carry force of law.
- [How to File a Title I ADA Administrative Complaint](#) Does not carry force of law.
- [How to File a Title II Complaint](#) DOJ authored. Does not carry force of law.
- [How to File a Title III Complaint](#) DOJ authored. Does not carry force of law.
- [Americans with Disabilities Act Statutory Deadlines](#) DOJ Authored. Does not carry force of law.
- [The Americans with Disabilities Act Requirements FACT SHEET](#) DOJ Authored. Does not carry force of law.
- [Facts About the Americans with Disabilities Act FAQ's.](#) Does not carry force of law.
- [Facts About Disability-Related Tax Provisions](#) EEOC Authored. Does not carry force of law.
- [Working Effectively with Persons who Have Cognitive Disabilities](#) Prepared by Cornell University. Does not carry force of law.
- [Working Effectively with Employees who have Sustained a Brain Injury](#) Prepared by Cornell University. Does not carry force of law.
- [Working Effectively with People who are Blind or Visually Impaired](#) Prepared by Cornell University. Does not carry force of law.
- [Employment Considerations for People who Have Diabetes](#) Prepared by Cornell University. Does not carry force of law.
- [Employing and Accommodating Workers with Psychiatric Disabilities](#) Prepared by Cornell University. Does not carry force of law.
- [Employing and Accommodating Individuals with Histories of Alcohol or Drug Abuse](#) Prepared by Cornell University. Does not carry force of law.
- [Working Effectively with People with Learning Disabilities](#) Prepared by Cornell University. Does not carry force of law.
- [Accommodating the Allergic Employee in the Workplace](#) Prepared by Cornell University. Does not carry force of law.
- [Working Effectively with Persons who are HIV-Positive](#) Prepared by Cornell University. Does not carry force of law.

carry force of law.

- Workplace Accommodations for Persons with Musculoskeletal Disorders Prepared by Cornell University. Does not carry force of law.
- Working Effectively with Persons who are Deaf or Hard of Hearing Prepared by Cornell University Does not carry force of law.
- The Americans with Disabilities Act of 1990 and Injured Workers Prepared by Cornell University. Does not carry force of law.
- Health Benefit Plans and the ADA Prepared by Cornell University. Does not carry the force of law.
- The ADA and Collective Bargaining Issues Prepared by Cornell University. Does not carry the force of law.
- The ADA and Personnel Training Prepared by Cornell University. Does not carry the force of law.
- Pre-Employment Testing and the ADA Prepared by Cornell University. Does not carry the force of law.
- A Human Resource Perspective on Implementing the ADA Prepared by Cornell University. Does not carry the force of law.
- Pre-Employment Screening Considerations and the ADA Prepared by Cornell University. Does not carry the force of law.
- Reasonable Accommodation Under the ADA Prepared by Cornell University. Does not carry the force of law.
- Cultural Diversity and the ADA Prepared by Cornell University. Does not carry the force of law.
- The ADA and Total Quality Management Prepared by Cornell University. Does not carry the force of law.
- Federal Research Projects for Computer Assistive Technology Provided courtesy of the National Technology Transfer Center (NTTC). Not reviewed by EEOC or DOJ.

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## **The Job Accommodation Network**

The Job Accommodation Network(JAN) provides technical support and assistance free of charge to both people with disabilities and to businesses on how to fashion jobsite accommodations. Founded by the President's Committee on Employment of People with Disabilities and located at West Virginia University, it provides telephone consultation with professional human factors counselors, provides information and advice. It performs individualized searches for workplace accommodations, based on the job's functional requirements, the functional limitations of the individual, and other pertinent information. It assists employers and individual with disabilities in the use of a variety of public programs dealing with disability. It also maintains a BBS entitled DIAL-JAN.

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- West Virginia World-Wide Web Sites
- Official Web Site of the State of West Virginia
- Welcome to RuralNet - The Marshall University School of Medicine Rural Health Resource
- Robert C. Byrd Health Sciences Center of West Virginia University

## **Other Internet Disability Sites In General**

- Social Security Administration



- [Social Security Administration](#)
- [Department of Veteran's Affairs](#)
- [Yahoo: Society and Culture: Disabilities](#)
- [Clearinghouse on Computer Accommodation \(COCA\)](#)
  - [Managing Information Resources for Accessibility](#) This handbook presents guidance to Federal managers and other personnel who are unfamiliar with the policy and practice of information accessibility to accommodate users with disabilities and provide for their effective access to information resources.
- [Adaptive Environments](#)
- [Disability Resources on the Internet](#) Many disability links from Evan Kemp.
- [Western Disabilities Network, LLC](#)
- [The Cornucopia of Disability Information](#) Provides many disability-related documents.
  - [ABLEDATA](#) This is a gopher link to a telnet database containing much information about assistive technologies.
- [ADA & Disability Information](#)
- [Other Internet Disability Resources](#)
- [EASI: Equal Access to Software and Information](#)
- [Microsoft Accessibility Support](#)
- [Adaptive Technology Resource Centre at the University of Toronto](#)
- [Adaptive Computer Systems](#) Adaptive Computer Systems provides products to help people with disabilities use computers.
- [Archimedes Project](#)
- [National Institute on Life Planning Home Page](#) A national clearinghouse for persons with disabilities, families and professionals on all aspects of Life Planning
- [Dan's Disabilities Information Center](#) Coverage of the Internet by the disability press plus links to other Internet disability sites.
- [Leeverall, Inc.](#)
- [Virtual Assistive Technology Center](#) Freeware and shareware for people with disabilities.
- [NCSA Mosaic Access Page](#) How to make computer technology accessible.
- [Disability Resources from Japan with Links to International Disability Resources](#)
- [Michigan Rehabilitation Services](#)
- [Chronic Fatigue Syndrome](#)
- [National Institute of Diabetes and Digestive and Kidney Diseases](#)
- [Diabetes Net](#)
- [The Multiple Sclerosis Foundation's MS Clinic](#)
- [Lupus Foundation of America](#)
- [Communication Aids for Language and Learning](#)
- [Scientific Engineering and Math \(SEM\) Program](#) The SEM Program strives to increase the number of individuals with disabilities in science, engineering, and math (SEM) academic programs and professions.
- [Traumatic Brain Injury Update](#) A quarterly newsletter for TBI professionals.
- [University-based Disability Services](#) Disabled student services.
- [Easter Seals OnLine](#)

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### **Other Internet Sites Concerned with General Medical and Health Care Issues**

- [Health and Human Services Agencies](#) List of, descriptions of, and links to federal health service agencies.
- [Centers for Disease Control and Prevention \(CDC\)](#)
- [Health Care Finance Administration](#)
- [Yahoo: Health: Medicine](#)
- [Bibliography: TOM in Healthcare](#)
  - [How to lower health care costs by improving health care quality : results-based continuous quality improvement](#)

quality improvement

- Principles of quality assurance and cost containment in health care
- Teaching quality assurance and cost containment in health care
- Hardin Meta Directory of Internet Health Sources Hardin MD is a "list of lists" - Its purpose is to provide easy access to comprehensive resource lists in health-related subjects.
- Cyberspace Hospital
- Medical Matrix Guide to Internet Medical Resources
- Sites with Health Services Research and Public Health Information
- Pharmaceutical Information Network Home Page
- Health Resources
- Med Help via Telnet.

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### **Other Internet Sites Concerned with AIDS/HIV**

- The Red Ribbon Net
- AIDS and HIV - informations and resources From France. Attempts at giving "pointers" to resources in France and in the world, and to more competent or complete sources of information.
- The Biology of AIDS Compiled Resources
- HIVNET Gopher
- HIV Training for Federal Court Managers, Supervisors, and General Staff This is a PDF document which can be obtained through this page. This is not a direct link. Rather, you will have to scroll down until you find it.

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### **Other Internet Sites Concerned with Alcohol and Drug-Related Issues**

- Santa Barbara Alcohol and Drug Program
- Web of Addictions
- Canadian Centre on Substance Abuse
- National Clearinghouse for Alcohol and Drug Information The world's largest resource for current information and materials about alcohol and other drugs
- United Nations International Drug Control Programme
- National Institute on Drug Abuse
  - Other Web Sites of Interest
- The Substance Abuse and Mental Health Services Administration
- Center for Education and Drug Abuse Research
- Center for Substance Abuse Research

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### **Other Internet Sites Concerned with Back Pain and Chronic Pain**

- Diagnosis of Disk Disease

- [Diagnosis of Disk Disease](#)
- [Posture Therapy](#)

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### **Other Internet Sites Concerned with Cancer**

- [Cansearch: A Guide to Cancer Resources](#)
- [Cancer Related Links](#)
- [OncoLink - The University of Pennsylvania](#) Collects and distributes cancer information. Educates interested parties, both lay and professional.
- [National Cancer Institute's International Cancer Information Center](#)
- [Breast Cancer Information Clearinghouse](#)
- [National Comprehensive Cancer Network](#)
- [H. Lee Moffitt Cancer Center & Research Institute](#)
- [Carcinogen Risk Assessment: New Directions in the Qualitative and Quantitative Aspects](#)
- [Roxane Pain Institute](#)

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### **Internet Sites Concerned with Hearing Impairment**

- [Karen Nakamura's Deaf Resource Library](#) Japanese and American deaf community Internet resources from a doctoral student at Yale.
- [Project HIIT: Internet for the Hearing Impaired](#) From Singapore, another list
- [Gallaudet University Home Page](#)
- [Closed Captioning Web Page](#)
- [100. COCHLEAR IMPLANTS IN ADULTS AND CHILDREN](#)
- [Deaf World Web](#)

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### **Internet Sites Concerned with Mental Disabilities**

- [Yahoo - Health: Medicine: Neurosciences: Institutes](#)
- [Psych Central](#) Dr. John Grohol's Mental Health Page, your personalized one-stop index for psychology, support, and mental health issues, resources, and people on the Internet.
- [Psychology](#)
- [The Arc Home Page](#) A national organization on mental retardation.
- [Institute on Community Integration \(UAP\)](#) "Improving community services and social support for persons with disabilities and their families."
- [Down Syndrome WWW Page](#)
- [FRAXA Research Foundation: information on fragile X syndrome, inherited mental retardation](#)
- [Alzheimer Web](#) A resource for researchers in the field of Alzheimer's disease and for the people who have an interest in research developments.
- [The ALZHEIMER Page](#)



- [The ALZHEIMER Page](#)
- [Index Page for the Developmental Disabilities Centre Research](#), student training, publication, and selected clinical services for children and adults with mental retardation and other disorders that affect learning and originate in childhood
- [Interesting Cognitive Science Web Resources from NASA.](#)
- [Cognitive & Psychological Sciences](#)
- [National Alliance for the Mentally Ill \(NAMI\) Home Page](#)
- [Ohio Valley Center for Head Injury Prevention and Rehabilitation](#) Develops and distributes model programs of prevention, acute care and rehabilitation for those who have had traumatic brain injuries. Helps people from Indiana, Ohio, West Virginia, and Virginia.
- [The Brain Injury Association of Connecticut - Information](#)
  - [Links To Other ABI/TBI Related Sites](#)
- [Children and Adults with Attention Deficit Disorder](#)
- [Cognitive Engineering Laboratory](#)
- [Internet sources of dyslexia information](#)

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### **Internet Sites Concerned with Mobility Impairments**

- [American Paralysis Association](#) Raises awareness of spinal cord injury and promotes research for treatment and cure of spinal cord injuries.
- [Interdisciplinary Centre for Musculoskeletal Bioeng & Rehab Tech](#)
- [Missouri Arthritis Rehabilitation Research and Training Ctr.](#)
- [Physical Activity & Disability](#)
- [Polio Survivors Page](#)
- [Neurosciences on the Internet](#)
- [RTC for Neuromuscular Diseases at UC Davis](#)
- [Spinal Cord Research Centre](#)

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### **Internet Sites Concerned with Visual Impairment**

1. [American Council of the Blind](#) Provides general information about the Council, including recent issues of its monthly publication, *The Braille Forum*.
2. [Royal National Institute for the Blind - Home Page](#)
3. [Berkeley Access](#) This company makes GUI interfaces accessible to the visually impaired.
4. [Blind Mobility Research Unit Home Page](#)
5. [WEB Server for the Visually Handicapped](#)
6. [White Paper: PDF and the Visually Disabled](#)
7. [IBLIND RELATED LINKS](#) Extensive list of blind-related links.

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[Go to Disability Sites in General](#)

## Other Internet Legal Sites

- [U.S. Department of Justice Americans with Disabilities Act ADA HOME PAGE](#)
- [U.S. Department of Justice ADA Gopher](#)
- [N. Neal Pike Institute on Law and Disability](#)
- [Getting court decisions on-line](#)
- [The Legal Information Institute at Cornell Law School](#)
- [National Center for State Courts Home Page](#)
- [Yahoo-Law](#)
- [FindLaw: Internet Legal Resources](#)
  - [LawCrawlerLegal WWW Search](#)
- [The U.S. House of Representatives Internet Law Library](#)
- [American Bar Association](#) The national organization of the legal profession.
  - [ABA Commission on Mental and Physical Disability Law](#)
- [WashLaw WEB -- Washburn University School of Law](#)
- [The Seamless Website: Law and Legal Resources](#)
- [The Legal List](#) A consolidated guide to law-related resources available on and off the Internet.
- [The WWW Virtual Library - Law](#)
- [Chicago-Kent's Guide to Legal Resources](#)
- [Tarlton Law Library Homepage](#)
- [The Food and Drug Law Institute Home Page](#)
- [The Individuals With Disabilities Education Act \(IDEA\) Amendments of 1995](#)
- [Diritto e disabilita' - Disability Law from Florence, Italy. English and Italian versions. Includes numerous links to international disability sites.](#)
- [EDLAW, Inc.](#)
- [Employee Relations Web Picks](#)

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## Other Internet Sources of Federal, State, and Local Governmental and Political Information

- [U.S. Business Advisor](#) A one-stop electronic link to all the information and services the government offers businesses.
- [Government Printing Office Access Online](#) Receive electronically the Congressional Record, Federal Register, congressional bills, and a list of government documents.
- [Electronic Commerce Resource Center Program](#) Assists in transacting business electronically with the Department of Defense.
- [THOMAS: Legislative Information on the Internet](#)
- [U.S. Senate Web Site](#)
- [U.S. Senate Gopher](#)
- [U.S. Senate FTP Site](#)
- [List of Federal Agencies on the Internet](#)
- [The Federal Web Locator](#) From Villanova, a one-stop shopping center for federal government information on the Web.
- [Yahoo: Government/States](#)
- [LGnet: Local Government Network](#) Information services for local government professionals

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## **Internet Sources of Statues, Regulations, Case Law, and other General Legal Authority**

- [U.S. Code](#)
- [Code of Federal Regulations](#)
- [U.S. Supreme Court Decisions](#)
- [Federal Rules of Civil Procedure \(1994\)](#)
- [Federal Rules of Evidence](#)

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## **Other Internet Sites Concerned with Employment Issues**

- [Martin P. Catherwood Virtual Library](#) An Index of Internet Sites Related to the Field of Industrial and Labor Relations
- [Bureau of Labor Statistics](#) The Federal government's principal fact-finding agency in the broad field of labor economics and statistics.
- [Senate Committee on Labor and Human Resources](#)
- [AFL-CIO](#)

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## **Other Internet Sites Concerned with Human Factors and Ergonomics**

- [Ergoweb](#)
- [More Ergonomic Info](#)
- [The Ergonomics and Human Factors \(EHF\) Group at BCRI](#)
- [University of Toronto: Human Factors/Ergonomics](#)
- [Conference Announcements - Human Factors](#)
- [Aviation Human Factors related links](#)
- [Human Factors and Human Ecology \(Engineering and Technology\)](#)
- [Human-Computer Interaction Resources](#)
- [Human Factors Laboratory Information Page](#)
- [Interesting Human Factors Web Resources](#)
- [Biomedical Technology and Human Factors Engineering](#)
- [Intervention for Prevention/Treatment of Carpal Tunnel Syndrome](#)
- [USERNOMICS](#)

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## **Other Internet Sites Concerned with Workers' Compensation**

- [U.S. Workers Compensation Law](#)

- [Texas State Agency- Workers' Compensation Commission](#)
- [State of Vermont Department of Labor & Industry](#)
- [Worker's Compensation Home Page](#)

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### **Other Internet Safety and Total Quality Management Sites**

- [NIOSH: National Institute for Occupational Safety and Health](#)
- [OSHA: Occupational Safety and Health Administration](#)
  - [OSHA OCIS Home Page](#)

OSHA Computerized Information System (OCIS) supports text searching across all types of Agency documents including regulations, program information, and technical information.

  - [OSHA Gopher](#)
- [National Standards Systems Network](#) The ADA may require a company's standards to be "job-related and consistent with business necessity." Learn more about what standards are at this site.
- [Cumulative Risk Index](#)
- [Center for Safety in the Arts](#)
- [International Organization for Standardization](#)
- [The American Society for Quality Control](#)
- [COI Server Home Page](#) Continuous Quality Improvement from Clemson.
- [Quality Resources On-line](#)
- [Internet Safety Resources List](#)
- [Institute of Safety and Systems Management](#)
- [Rural Safety](#)

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### **Other Internet Sites Related to Human Resources or to Employee Benefits**

- [Yahoo: Business and Economy: Companies: Corporate Services: Human Resources](#)
- [Benefits-L Internet Resource Document](#)
- [Healtheon](#)
- [BenefitsLink](#)
- [RISKWeb -- The RISKNet World Wide Web Server](#) Serves information to academics and professionals with significant research or professional interests in risk management and insurance.
- [HRCOMM](#)
- [HRNET](#)
- [The Training & Development Home Page](#)

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## Other Internet Sites Concerned with Architecture and Construction

- [The World Wide Web Virtual Library: Architecture](#)
- [U.S. Army Corps of Engineers Historic Preservation Home Page](#)
- [AEC INFOCENTER The Internet Expo for Architecture Engineering and Construction](#)
- [American Institute of Architects](#)
- [The American Society of Heating, Refrigeration, and Air Conditioning Engineers via Telnet](#)
- [Pike Net Directory of Commercial Real Estate](#)
- [SOCIETY OF NAVAL ARCHITECTS AND MARINE ENGINEERS](#)
- [Design Cost & Data Magazine](#) A cost estimating magazine for architects, contractors, engineers, cost estimators, insurers, building owners, appraisers, and construction financiers.

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## Internet Newsgroups

- [DejaNews Research Service](#)
- [Law-related LISTSERV archives and USENET newsgroups](#)
- [Disabilities/Health/Medical Newsgroups](#)
- [Disability/Medical Related Discussion Lists](#)
- [ADA-LAW](#)
- [alt.education.disabled](#)
- [alt.support.cancer](#)
- [alt.support.depression.manic](#)
- [alt.support.hemophilia](#)
- [alt.support.learning-disab](#)
- [alt.support.schizophrenia](#)
- [bit.listserv.deaf-l](#)
- [bit.listserv.easi](#)
- [sci.med.diseases.cancer](#)
- [sci.med.occupational](#)

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## Internet Search Resources



Search for

- [Aliweb](#)
- [Alta Vista](#)
- [Archie](#)
- [CUI Search Catalog](#)
- [CUSI](#)
- [EINet Galaxy-Search the World Wide Web](#)
- [Four11](#)
- [Global Network Academy Meta-Library](#)
- [INFOSEEK SEARCH](#)
- [Lycos](#)
- [Nomad Gateway](#)
- [W3 Search Engines](#)
- [Webcrawler](#)
- [WWW-The World Wide Web Worm](#)

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## Internet Library Resources

- [Library of Congress World Wide Web Home Page](#)
- [Library Resources on the Internet](#)
- [Library of Congress via Telnet](#)
- [Harvard Library via Telnet](#)
- [OhioLink via Telnet](#)

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## The Americans with Disabilities Act: A Brief Overview

Signed into law on July 26 1990, the Americans with Disabilities Act is a wide-ranging legislation intended to make American Society more accessible to people with disabilities.

It is divided into five titles:

1. **Employment (Title I)** Business must provide reasonable accommodations to protect the rights of individuals with disabilities in all aspects of employment. Possible changes may include restructuring jobs, altering the layout of workstations, or modifying equipment. Employment aspects may include the application process, hiring, wages, benefits, and all other aspects of employment. Medical examinations are highly regulated.
2. **Public Services (Title II)** Public services, which include state and local government instrumentalities, the National Railroad Passenger Corporation, and other commuter authorities, cannot deny services to people with disabilities participation in programs or activities which are available to people without disabilities. In addition, public transportation systems, such as public transit buses, must be accessible to individuals with disabilities.
3. **Public Accommodations (Title III)** All new construction and modifications must be accessible to individuals with disabilities. For existing facilities, barriers to services must be removed if readily achievable. Public accommodations include facilities such as restaurants, hotels, grocery stores, retail stores, etc., as well as privately owned transportation systems.

retail stores, etc., as well as privately owned transportation systems.

4. **Telecommunications (Title IV)** Telecommunications companies offering telephone service to the general public must have telephone relay service to individuals who use telecommunication devices for the deaf (TTYs) or similar devices.
5. **Miscellaneous (Title V)** Includes a provision prohibiting either (a) coercing or threatening or (b) retaliating against the disabled or those attempting to aid people with disabilities in asserting their rights under the ADA.

The ADA's protection applies primarily, but not exclusively, to "disabled" individuals. An individual is "disabled" if he or she meets at least any one of the following tests:

1. He or she is substantially impaired with respect to a major life activity.
2. He or she has a record of such an impairment
3. He or she is regarded as having such an impairment.

Other individuals who are protected in certain circumstances include 1) those, such as parents, who have an association with an individual known to have a disability, and 2) those who are coerced or subjected to retaliation for assisting people with disabilities in asserting their rights under the ADA.

While the employment provisions of the ADA apply to employers of fifteen employees or more, its public accommodations provisions apply to all sizes of business, regardless of number of employees. State and local governments are covered regardless of size.

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## **The National Institute on Disability and Rehabilitation Research (NIDRR)**

NIDRR is part of the United States Department of Education. It is part of the Office of Special Education and Rehabilitative Services. Founded in 1978 as the National Institute of Handicapped Research, it was renamed the National Institute on Disability and Rehabilitation Research in 1986. Its mission is to lead and support research regarding rehabilitation of people with a disability. It also disseminates information regarding the integration of people with a disability into the community.

NIDRR's activities include:

- Rehabilitation Research and Training Centers
- Rehabilitation Engineering Centers
- Research and Demonstration Projects
- Research Training and Career Development Grants
- Research Fellowships
- Dissemination and Utilization Grants
- Field Initiated Research
- Innovation Grants
- Small Business Innovative Research Grants
- Technology Assistance
- International Program
- Interagency Activity
- Regional Disability and Business Technical Assistance Centers

A list of NIDRR-related Internet Sites is as follow:



- [Assistive Technology Home Page](#) Mission: to establish permanent systems change in Oklahoma by reducing or eliminating the barriers to technology-related assistance.
- [World Wide Web Servers from Grantees of the National Institute on Disability and Rehabilitation Research](#)
- [AZtech Inc. Assistive Technology Home Page](#)
- [Trace Research and Development Center](#)
- [National Rehabilitation Information Center \(NARIC\)](#) A library and information center on disability and rehabilitation
  - [National Institute on Disability and Rehabilitation Research 1995 Program Directory](#)
  - [NIDRR Project Information on the Internet](#)
  - [The Americans with Disabilities Act \(ADA\): A NARIC Resource Guide](#) A major source of information concerning the ADA and disabilities.
- [West Virginia Rehabilitation Research and Training Center](#)
- [Department of Child and Family Studies](#)
- [Assistive Technology On-Line](#)
- [Rehabilitation Engineering and Prosthetics and Orthotics Center](#)
  
- [National Technology Transfer Center Home Page \(NTTC\)](#) The hub of a national network linking U.S. companies with federal technologies

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## The Great Lakes Disability and Business Technical Assistance Center

The Great Lakes Disability and Business Technical Assistance Center is one of the ten regional centers funded by the National Institute on Disability and Rehabilitation Research (NIDRR), a division of the United States Department of Education. Its purpose is to provide technical assistance and training to business and people with disabilities regarding the Americans with Disabilities Act. of 1990 (ADA). The Great Lakes Center, housed at the [University of Illinois at Chicago](#), within the Institute on Disability and Human Development, is a collaboration between business, government, universities, and the disability community, working together to implement the ADA.

States served by the Great Lakes Center include Illinois, Indiana, Ohio, Michigan, Minnesota, and Wisconsin. Each state's activities are coordinated by a local statewide steering committee which manages the utilization of project funds in relation to project activities in its state, the identification of a local resource network, and the provision of training and technical assistance. Steering committees are comprised of representatives from the business community, independent living centers, disability special interest groups, government agencies, and other parties affected by the ADA.

Services provided by the Great Lakes Center include:

- Technical Assistance
- Education and Training
- Referral Network
- Materials Dissemination

**Technical Assistance:** The regional Disability and Business Technical Assistance Centers operate a national toll-free information line for answering questions about the ADA. Anyone seeking information may call 1-800-949-4232.

**Education and Training:** Education and training is provided at two levels - customized/demand



response training is individually tailored at the request of a group, company, or individual. The nature and topic of the training will vary according to the particular request. General education seminars are open to the public and may focus on a particular aspect of the ADA or may be targeted to the specific needs of an audience. Regional training seminars will occur periodically throughout the duration of the project.

**Referral Network** The Great Lakes Center maintains a database of resources available in our region as well as throughout the United States regarding the ADA. Such resources include written materials, consultants, architects, educators, model programs, and other services specializing in accommodating the needs of people with disabilities.

**Material Dissemination** A library of materials on the ADA, other legislation affecting people with disabilities, and related issues is maintained by the Center. Copies of materials are available in alternative formats - Braille, large print, computer disk, cassette tape, etc.

Links to Web Sites for other DBTACs are listed below:

- [Rocky Mountain DBTAC](#)
- [Southeast DBTAC](#)
- [New England DBTAC](#)

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## The ADA-OHIO Steering Committee

The ADA-OHIO Steering Committee is a group of Ohio residents who share the purpose of helping to implement the Americans with Disabilities Act in Ohio. It consists of members of the disability community, business, government, the health care profession, and others. It is supported by the Great Lakes Disability and Business Technical Assistance Center and the Ohio Rehabilitation Services Commission.

ADA-OHIO is a non-profit statewide organization that provides information, technical assistance and training to help foster timely and positive implementation of the ADA. To contact ADA-OHIO, email ADA-OHIO also operates a toll-free telephone number, 1-800-ADA-OHIO(V) or 1-800-ADA-ADA1(TTY), and has helped thousands of Ohioans learn about their rights and responsibilities under the ADA. ADA-OHIO has distributed tens of thousands of ADA materials to businesses, public entities, and individuals, and also has conducted numerous trainings and seminars throughout the state.

ADA-OHIO operates under the auspices of the Great Lakes Disability and Business Technical Assistance Center. Initial project support was provided by the Ohio Developmental Disabilities Planning Council. ADA-OHIO also receives substantial support from the Ohio Rehabilitation Services Commission. ADA-OHIO is directed by a steering committee with diverse disability and business interests

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Links to other Ohio-Related Web Sites:

- [World Wide Web Servers Located in Ohio](#)

- [Internet resources on Ohio and its government](#)
  - [State of Ohio Government Front Page](#)
- 

## Duncan C. Kinder, JD

Duncan C. Kinder, a long term survivor of childhood cancer, is an attorney based in St. Clairsville, OH. A member of the ADA-OHIO Steering Committee, he helped to found the West Virginia ADA Steering Committee. His field of interest involves topics and issues related to business systems and processes, including not only fashioning reasonable accommodations and related issues under Title I of the ADA, but also topics pertaining to business systems and procedures such as Intranet security, labor and employment law topics related to groupware applications, drafting contracts to conform to ISO 9000 quality standards, and complying with environmental regulations and Occupational Safety and Health Administration. A former member of the Ohio Environmental Council's Pollution Prevention Team, he is a member of the Ohio State Bar Association's Law Office Automation and Technology Committee. He teaches Internet research for MR/DD professionals as well as managing business data with Microsoft Excel at Ohio University Eastern.

A graduate of The Hill School, Princeton University and The Ohio State University School of Law, he presented a seminar on employee involvement and pollution prevention to the Citizens' Clearinghouse for Hazardous Waste at its Tenth Annual Convention in 1993 and presented a seminar on integrating ISO 9000 quality standards with the OSHA Process Safety Management Standard at the 22nd Annual National Education and Training Symposium of the American Society for Quality Control Energy and Environmental Division in Charlotte, NC, during September, 1995.

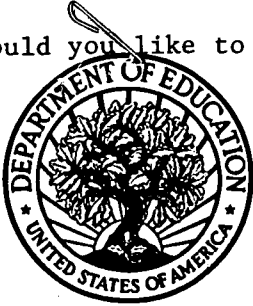
For comments or criticisms on this site, contact Duncan C. Kinder at [dckinder@ovnet.com](mailto:dckinder@ovnet.com). For additional sources of information, contact your Disability and Business Technical Assistance Center (DBTAC) at 1-800-949-4232.

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