

Meeting Schedule

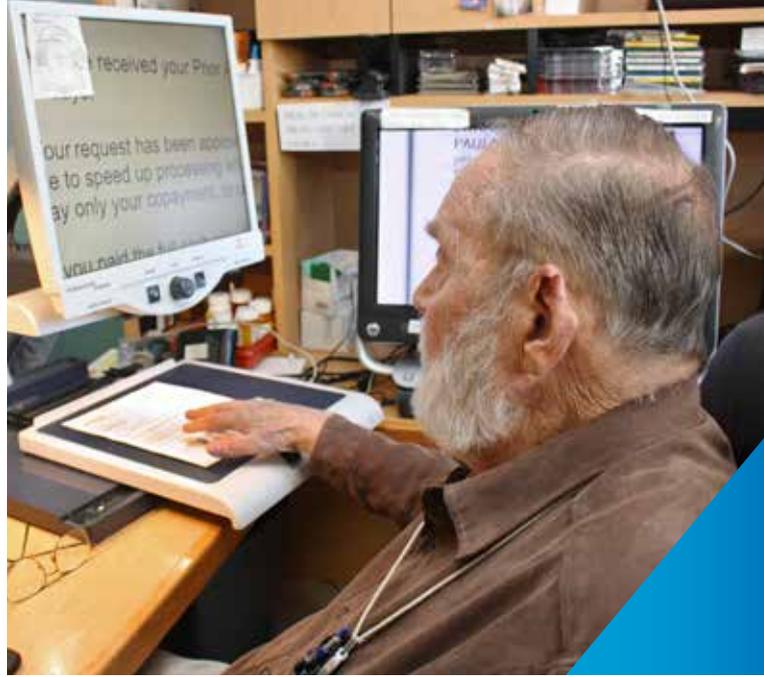
The Commission on Disability Issues meets the 2nd Wednesday of every month at 1:00 PM in the City Manager Conference Room at City Hall, located at 1011 N. Coronado Drive. The meetings are open to the public. For more information, visit www.SierraVistaAz.gov/CoDI.

Membership

If you are interested in applying for the Commission on Disability Issues, the Boards and Commissions application form is available at www.SierraVistaAz.gov/boards or by calling (520) 439-2203.

CoDI Contacts

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Sierra VistAbility Recognition Award

The Sierra VistAbility Recognition Award acknowledges businesses, organizations, and individuals that go over and above federal law requirements to accommodate customers and employees with disabilities.

If you would like to nominate a business, organization, or individual for the award you can either download the application at www.SierraVistaAz.gov/codi or pick-up an application at City Hall.

The Commission will review the nominations and make the final decision. The recipient will receive an award from the Mayor and recognition in the newspaper.

The Role of a CoDI Commissioner

- Provide information on disability and accessibility issues to the community.
- Request the City or other agencies to apply for grants on behalf of the disabled population.
- Recognize and promote businesses and individuals that go above and beyond ADA requirements in their support of the disabled population.
- Provide input on review processes and public infrastructure improvements.
- Advise the City to consider disability issues on all decision making processes affecting the disabled community.

Sierra VistAbility Day

Sierra VistAbility Day is an annual event that provides a forum for individuals with disabilities and their families an opportunity to find transition resources, support services, and product information. The event includes local government agencies, medical and rehabilitation centers, care facilities, local businesses, and support groups.

If you are interested in participating or would like to attend this year's Sierra VistAbility Day, please call for the date, time, and location of the event, or visit www.SierraVistaAz.gov/codi.

Equality Among All



The goal of CoDI, The Commission on Disability Issues, is to promote healthy and independent living for people with disabilities and their families.



How You Can Help

As a citizen...

- Keep sidewalks clear of cars, plant growth, debris, and toys (in particular, basketball hoops).
- Report sidewalk cracks & ridges (1/2 inch lip or more) to the Department of Public Works 520-458-5775.
- Report broken traffic light buttons.
- Don't park in handicap parking spaces or access aisles next to them.
- Ensure that shopping carts are not in handicap spaces or access aisle.
- If you see an unauthorized vehicle parked in a handicap space, take the license plate number and report it to the Police Department at (520) 452-7500.

As a business...

Nationwide, the disabled population has spending power of over \$175 billion. Reasonable accommodations need not place unreasonable hardships on a business. In fact, studies have found that customers are very loyal to businesses that accommodate their needs. What can you do with no cost to the business?

- Learn the laws.
- Make sure your staff is properly trained to work with people with disabilities.
- Keep aisles clear of merchandise and allow enough space to negotiate a wheelchair (at least 36 inches).
- Keep sidewalks and accesses into your business clean, ensuring there is clear access to the ramps and automatic door buttons.
- Remove barriers in existing facilities when "readily achievable" and when the cost "does not place an unreasonable hardship" on an employer. Tax credits are available for some barrier removal.

As an employer...

Recruiting and retaining talented people is the competitive advantage of the 21st century and hiring the untapped workforce may be the key. Twenty-seven million American workers—people with disabilities, veterans, and others—make up the untapped workforce. Why has their talent been overlooked? Largely because of myths and stereotypes.

- The majority of employees with disabilities require no special arrangements. When accommodations are sometimes needed, they are usually easy and inexpensive.
- Absenteeism is generally lower for employees with disabilities than for other employees.
- Turnover tends to be lower among workers with disabilities than among workers at large.

- Accident rates are generally lower for workers with disabilities than for other employees.
- Research has found that employees with disabilities are more loyal to their employers.
- Hiring employees with disabilities may qualify your business for additional tax benefits to include: deductions for cost of removing barriers to the disabled and elderly, disabled access credits, and work opportunity tax credits.

The laws are written to ensure that any accommodations will not place an unreasonable hardship on an employer.