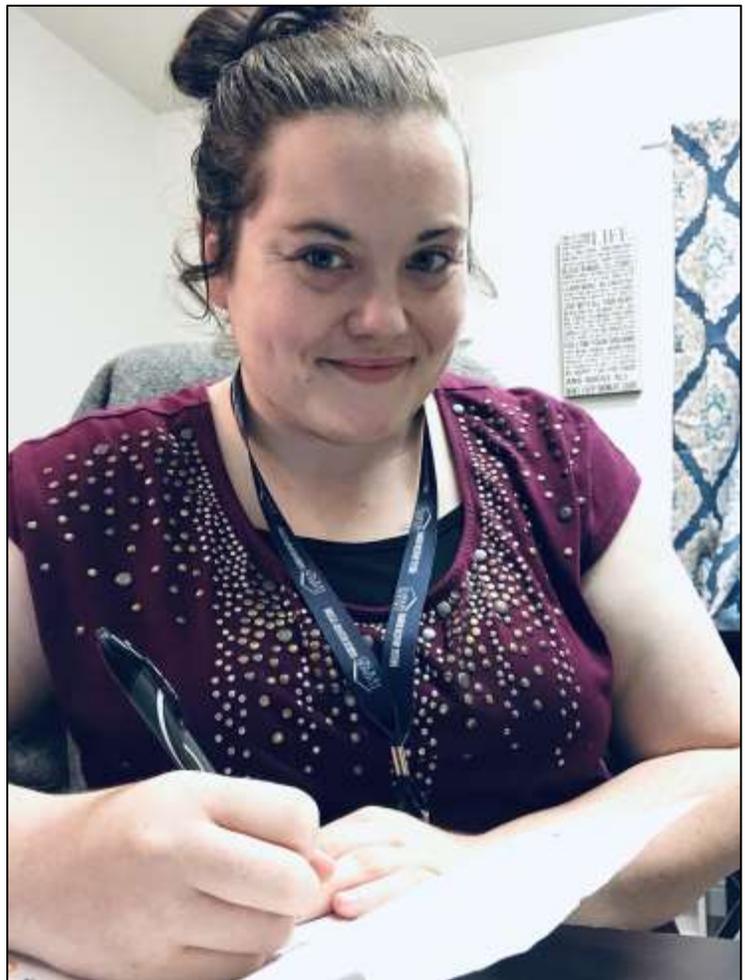


## 100 Years...100 Stories

Throughout this month, we will be featuring Arkansas stories from yesterday and today to celebrate National Disability Employment Awareness Month along with celebrating 100 years of Vocational Rehabilitation, 75 years of National Disability Employment Awareness Month, and 30 years of the Americans with Disabilities Act.

### Emily Tedder

Emily Tedder came to Arkansas Rehabilitation Services in March 2018 to seek assistance with completing her Bachelor of Arts Degree in Psychology at UAFS. Although she had a significant loss in her close family and several barriers to her employment, including depression and anxiety, Emily had completed an Associate's Degree at CASC before seeking ARS help. With Arkansas Rehabilitation Services' assistance, Emily has completed her degree and reached her goal to work with women in the healthcare field at Baptist Health Women's Clinic. Emily has succeeded even further to full-time employment at Harbor House's Gateway Recovery System as a Recovery Coach. She delivers case management services through the Specialized Women's Services to women who have children or are expecting.



## 100 Years...100 Stories

### Regina Johnson

Regina Johnson works as a Records Specialist in the Little Rock School District (LRSD). She has a significant hearing loss and does use hearing aids with limited success. She has had difficulty for some time with phone use at her workplace.

She shared that she had difficulty hearing when using the phone and had resorted to using the speaker option and turning it up quite loudly, which was only partially effective.



She was referred to Access and Accommodations to assess what would assist with the difficulty she was encountering with phone use. An evaluation took place at her worksite. An employee of the LRSD that provides phone support for the district was present at the evaluation. He was instrumental as different phone options were discussed and trialed with Ms. Johnson. She was provided with a CapTel phone that provides captioning for her when phone calls are made or received with VR funds. The LRSD phone support employee provided assistance to her once the phone was

received and made sure it was functioning for her.

Access and Accommodations have run into difficulty at times getting an employer to work with us to make this type of phone work for our clients, but we had great success working with the LRSD to accommodate their employee. In the client's words, "The phones have always been a challenge for me, so it's been a joy to finally find a phone that helps me to achieve success on my job! I can actually hear and communicate without hesitation with the new phone."

## 100 Years...100 Stories

### Vince Glasser

Vince Glasser came to ARS after having his right leg amputated below the knee due to diabetes complications. He was employed as a driver for a nonprofit agency and was off on extended medical leave.

Vince needed to have his vehicle modified and his drivers' license certified for the modification in order to return to work. He was also concerned that his



employer would not modify his work vehicle.

ARS paid for his driver's evaluation and training. They also assessed and paid for the vehicle modification on his personal vehicle. His counselor explained the ADA to him and encouraged him to advocate for himself with his employer, which resulted in his work vehicle being modified. Vince successfully returned to his job as a shuttle driver in less than four months after meeting with his counselor for the first time.

