

WE HELP YOU
PUT ABILITY TO WORK



VIRGINIA DISABILITY SERVICES PARTNERS



Employee with disability

- represents 1 in 5 Virginians
- thrives on the job
- embodies a strong performance track record

Employer

- gains motivated, talented employee
- increases workforce diversity
- recognized as a good corporate citizen

Disability Services Partners

- recruit and select qualified workers
- recommend accommodation resources
- provide education and awareness training





Application Information: 2002 Census: 42 - CPOCPT - Agency/Plan Control

APPLICATION FOR SOCIAL SECURITY NUMBER

USE THE FOLLOWING TO VERIFY ACTUAL OR RELEASED BENEFIT EVEN FILED FOR OR
PENDING A SOCIAL SECURITY NUMBER (ONLY):

DO YOU WANT TO RELEASE: REFERENCE NUMBER: BIRTH DATE:

APPLICATION NAME: LAST DAY OF SUPPORT:

NAME BORN IN LAST DAY OF SUPPORT:



FIND QUALIFIED WORKERS

The Virginia Department of Rehabilitative Services



“If people would take a moment to look beyond physical appearances, they will discover that people with disabilities are capable of far more than they think.”

Celia Yette
Service Representative,
Social Security Administration

Imagine an employment agency dedicated exclusively to your particular company. That's a good description of how the Virginia Department of Rehabilitative Services works, helping you locate people with disabilities who are qualified and eager to work for your company. Your benefits are numerous:

- Reduce recruitment costs
- Earn tax credits for eliminating physical barriers to employees with disabilities
- Request a complimentary evaluation of any job in your company, which then gives you an objective basis for hiring, training and evaluating personnel
- Receive information and advice about improving accessibility in your workplace
- Schedule disability awareness education for all of your employees



**Call the Virginia Department of
Rehabilitative Services**

Voice: 1-800-552-5019 or TTY: 1-800-464-9950

Website: www.vdrs.org





IMPLEMENT VISUAL AIDS

The Virginia Department for the Blind and Vision Impaired



“*I'm not limited because of my disability; I'm limited only by my productivity; what I want to put into my job and what I want to get out of it.*”

Scott White
Senior Systems Administrator,
Circuit City

When you hire someone who is blind or has a visual impairment, your company can offer specialized on-the-job assistance. The Virginia Department for the Blind and Vision Impaired functions as your personal business consultant – recommending computers, reading aids and other technological tools that will help your employees function more efficiently. This works to your advantage as well.

- Find qualified workers
- Improve job performance
- Learn how someone who is blind or visually impaired can perform essential tasks
- Request a free instructional seminar from an eye care specialist on how to use low vision aids on the job
- Receive assistance on adjusting lighting, color-coding and contrast in your workplace, which may help all employees become more productive



**Call the Virginia Department for the
Blind and Vision Impaired**

Voice and TTY: 1-800-622-2155

Website: www.vdbvi.org



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HEAT SENSITIVE

F-21

F-23

WARRANTY

CONTACT AUDITORY RESOURCES

The Virginia Department for the Deaf and Hard of Hearing



“Of course, I love my job....the people I work with are the most fantastic people in the world.”

Lamori Lanier
Fork Lift Operator/Warehouse Worker,
Prudential Cleanroom Services

As an employer, you know people with total or partial hearing loss can benefit from special assistance at work. The Virginia Department for the Deaf and Hard of Hearing acts as a clearinghouse, connecting you with various services and programs that enable your employees to function normally at work. Here's what a difference these resources can make in your business.

- Improve job performance
- Locate and use a qualified interpreter
- Borrow equipment such as a text telephone (TTY) for up to a month's free trial use
- Ask for a demonstration, and then receive help purchasing special office equipment designed for the deaf and hard of hearing
- Access the Virginia Relay Service, which enables your hard-of-hearing employees to communicate by phone
- Have an employee's sign language skills assessed for proficiency and ability to work with speech interpreters
- Borrow books and videotapes on a wide range of topics (including sign language) from a lending library

Call the Virginia Department for
the Deaf and Hard of Hearing

Voice and TTY: 1-800-552-7917

Website: www.vddhh.org





SUPPORT SYSTEM CHANGE

The Virginia Board for People with Disabilities

“Businesses across the Commonwealth are realizing that people with disabilities make excellent and valuable employees. Employers are an essential force in helping break down existing barriers so people with disabilities can continue to be a part of Virginia's workforce.”

The Virginia Board for People with Disabilities

You can join with the Virginia Board for People with Disabilities to change employment systems now in place. Since research demonstrates employing people with disabilities makes good business sense, your potential benefit is enormous.

- Strengthen your role as an innovative business leader
- Advocate for employment interests on disability-related issues to the Secretary of Health and Human Resources and the Governor
- Participate and provide support for board-sponsored projects such as Partners in Policymaking and the Youth Leadership Forum



**Call the Virginia Board for
People with Disabilities**

Voice and TTY: 1-800-846-4464

Website: www.vaboard.org



Man standing: white dress shirt, patterned tie, glasses, holding a water bottle.

Man in wheelchair: white short-sleeved shirt, white pants, brown shoes, motorized wheelchair.

Items on table: Coca-Cola bottle, bag of snacks.

CAUTION
THIS VEHICLE MAY
WRECK OR EXPLODE
FOR NO APPARENT REASON.



CONNECT WITH BUSINESS

The Virginia Business Leadership Network



“What’s important about the BLN is that it isn’t government telling businesses what to do. We’re businesspeople who can talk to other businesspeople about doing the right thing by opening their doors to workers with disabilities.”

Katherine McCary
Vice President, ACT Program,
Virginia Business Leadership Network
SunTrust Bank

Meet other successful business owners who understand that a diverse workforce is vital to market success. The Virginia Business Leadership Network connects you with like-minded professionals for the purpose of education and support. You'll soon see how well this business coalition pays off.

- Learn from other employers who have experienced real benefits from hiring persons with disabilities
- Attend education sessions such as disability awareness and marketing to customers with disabilities
- Receive a Seal of Recognition from the Disability Friendly Business Program to let the community know of your commitment



Call the Virginia Business Leadership Network

Voice: (toll free) 1-866-624-3502

(or in Virginia) 804/343-9571

Website: www.vabltn.org



VIRGINIA DISABILITY SERVICES PARTNERS



Virginia Department of Rehabilitative Services

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1-800-552-5019
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Virginia Board for People with Disabilities

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Richmond, Virginia 23219
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Virginia Department for the Blind and Vision Impaired

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