

Fall
2023

DAKOTA CENTER FOR INDEPENDENT LIVING

North Dakota Challenge



ND DOT's Driver's License Division Updates Terminology in Accordance With The Americans with Disabilities Act Guidelines

Carol, Independent Living Advocate

To be an advocate, sometimes all you have to do is speak up and ask for change. As a Driver Permit Class advocate at the Dakota Center for Independent Living, I noticed the following wording in the NDDOT's Driver's License Manual: **Do Not Park:** In a designated Handicapped Parking space unless in possession of the appropriate placard or 'Handicapped' license plate. Do not park on the diagonal lines next to the space

Noting that "handicapped is an outdated and unacceptable term to use when referring to individuals or accessible environments" (from: ADA National Network; Guidelines for Writing About People with Disabilities), I reached out to ND Driver's License Division Director, Brad Schaffer, asking if the old terminology could be updated in the new 2023-2024 edition of the Driver's License Manual to emphasize the need for accessibility rather than the presence of a disability. Brad thanked me for bringing this to the Driver's License Division's attention, adding the changes would be updated in the new manual due out in October, 2023. "Every spring after a legislative session Driver License makes updates to the Driver License Manual. The 68th Legislative Assembly made traffic law changes that require all occupants to wear seat belts, signal when exiting a roundabout, and move over for a motor vehicle stranded with flashing lights. Driver License also updated terminology in the manual to an Accessible Parking space to clarify not to park on the diagonal lines next to the space", said Brad.

OLD Terminology

Do Not Park: In a designated Handicapped Parking space unless in possession of the appropriate placard or 'Handicapped' license plate. Do not park on the diagonal lines next to the space.

NEW Terminology

Do Not Park: In a designated Accessible Parking space unless in possession of the appropriate placard or 'Accessible' license plate. Do not park on the diagonal lines next to the space.

Thanks to Brad and the ND DOT Driver's License Division!!

NORTH
Dakota | Transportation
Be Legendary.

To learn more about the DCIL Driver Permit Class or some of the accommodations that may be requested when taking the driver permit exam call Carol in Bismarck at 701-222-3636 or Mary Beth in Dickinson at 701-483-4363.

Mission Statement:

The Dakota Center for Independent Living believes in empowering people with disabilities by minimizing barriers, advocating for inclusion and promoting consumer choice.

Employment Rights for Workers With a Disability

Workers who have a disability should know their rights when it comes to requesting reasonable accommodations at work. According to the American Civil Liberties Union, disability rights include:

- Federal law protection from discrimination in employment
- Withholding notice of your disability from an employer when applying for a job or when hired, even if you need reasonable accommodation at a later date
- The inability of an employer to refuse to hire or promote, fire or demote, harass or pay you less because of your disability
- Protection from unnecessary medical inquiries at work
- Asking for and receiving reasonable accommodations

Federal disability nondiscrimination laws do not extend to private employers with fewer than 15 employees. Use the following resources to learn more about your rights as well as the laws and agencies that protect them:

U.S. Department of Labor: The U.S. DOL provides a detailed overview of the law designed to protect employees who have disabilities and lists numerous websites with additional information.

American Civil Liberties Union: The ACLU provides information on federal laws that protect disability rights.

Office of Disability Employment Policy (ODEP): The U.S. DOL's OEDP provides outreach services and educates people with disabilities and employers on the ADA and Rehabilitation Act to protect the rights of both employees and job seekers with disabilities.

National Disability Rights Network (NDRN): The NDRN has protection and advocacy agencies across the country and is the nation's largest provider of legal services for people with disabilities.

Equal Rights Advocates (ERA): The ERA provides free legal assistance to individuals mistreated at work. They also help employers develop more inclusive practices in the workplace.

Info from: <https://www.moneygeek.com/careers/resources/workers-with-disabilities-and-ada/>



Moved to ND With No Support

Moving into a different state is scary enough, but moving with no money or support made the move even harder. Before moving to Bismarck, a referral was made to DCIL from Human Services out of Rapid City, SD.

By relocating a DCIL consumer gained more independence and is able to move on with his life after a stroke took away what he had. Working with DCIL he was able to secure a job and an apartment. He also completed his SSDI application and now receives disability to help pay for his daily living.

DCIL was able to assist him with this through collaboration with Community Action and ND Rent Help.

Americans with Disabilities Act Awareness Day



The contents of this newsletter were developed under a grant from the US Department of Health and Human Services, Administration for Community Living. However, the contents do not necessarily represent the policy of HHSC or ACL, and you should not assume endorsement by the Federal Government. This newsletter is available in alternative format - upon request.

News from the West



Melvin Krehlik and Tammy, DCIL staff. Melvin painted a sign for Tammy, showing off his computer talents that he learned at the Dakota Center in Dickinson, along with his artistic nature.



DCIL Dickinson Staff providing information for *The New Beginning Project* who presented a concert by the Trampolines. The purpose of this organization is to compassionately and confidentially provide resources and training, raise awareness of and meet community needs.



~Meet Brittany~

Hi, I am Brittany Hanson, the new Program Director at DCIL. I have a long history working with consumers, families, and the community as a Registered Nurse and a Disability Advocate as well as personally as a parent peer mentor with family support and other area advocacy organizations. I enjoy learning all the things and strive to apply what I learn to make a difference in the world. I look forward to all the learning I will get to do while growing in my new role at DCIL.



In my free time, I love spending time with my family and pets, and enjoy reading, gardening, bike riding, and kayaking.

DICKINSON CONSUMER APPRECIATION GET TOGETHER

Dickinson consumer appreciation lunch was held the end of September. There were 16 consumers who participated in the event.



Upcoming Events

THE SALVATION ARMY COATS For **KIDS** Project Connect Event
October 26 2023
 Hillside Baptist Church
 3-6pm 1123 10th St E

- Adult and children winter gear
- Flu shots available
- Lots of vendors
- Kids pumpkin corner



★ **FREE SUPPER** ★

Sponsored by:

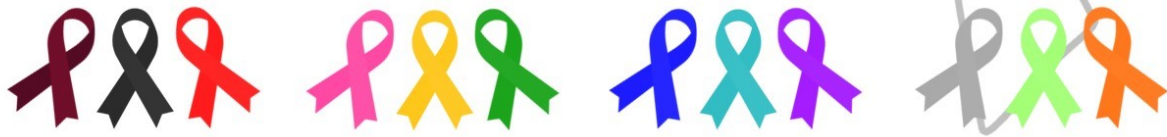


BISMARCK CONSUMER APPRECIATION GET TOGETHER
 Stay tuned
 Details coming

Upcoming Events

Understanding

Disabilities **CANCER**





October 17, 2023  1:30-2:30 Central Time

Guest Speaker: Jen Matt

Presenting:



-  Supporting loved ones
-  Mindfulness techniques



DAKOTA
 Center for Independent Living
 Serving people with disabilities since 1980
 3111 E Broadway Ave
 701-222-3636



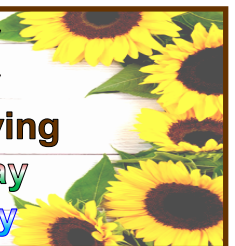
No computer
 No problem
 Join us at DCIL or
 through ZOOM Link
 Contact Kathy T for
 more info & link



DCIL office Closed:

- Oct. 9 - Columbus Day
- Nov. 10 - Veterans Day
- Nov. 23-24 - Thanksgiving
- Dec. 25 - Christmas Day
- Jan. 1 - New Year's Day

CLOSED BUT
STILL
AWESOME





Craft Corner



Social & Rec



Are you AWARE?

October:

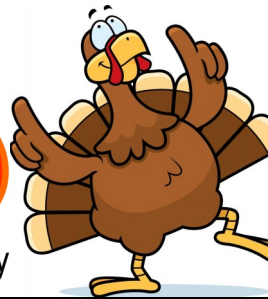
- National Disability Employment Awareness Month
- Lupus Awareness Month
- ADHD Awareness Month

November:

- National Family Caregivers Month
- Nov. 14: World Diabetes Day

December:

- Dec. 5: International Volunteers Day
- Dec. 16: National Chocolate-Covered Anything Day



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DCIL has a satellite office in
Dickinson, ND. They can be
Reached at: 701-483-4363

Find us on  Facebook at
Dakota Center for Independent Living
 **DakotaCenter.IndependentLiving**
Instagram



Website address: dakotacil.org



**If you would like to receive the newsletter by e-mail,
please contact us at DCIL by calling (701) 222-3636 or
dcil@dakotacil.org.**

Also, available in alternate format—upon request.

DCIL was established in 1980