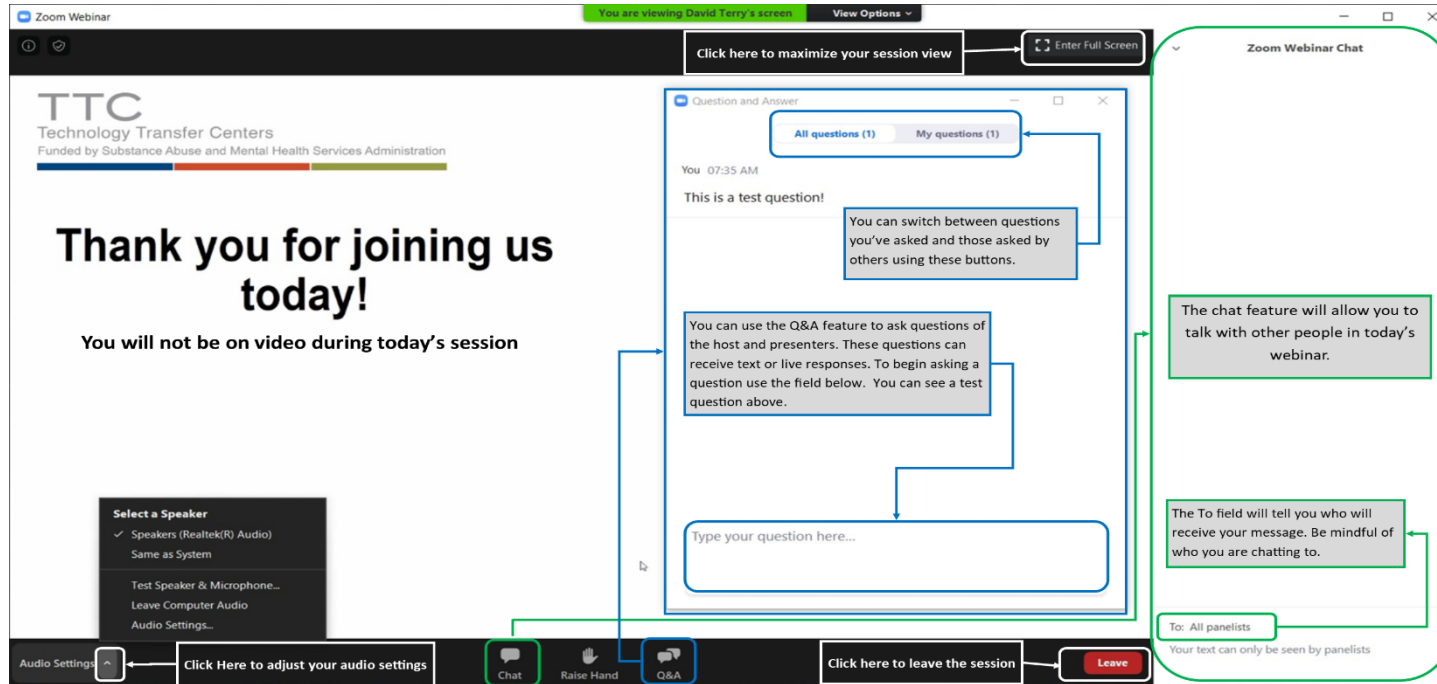


The Zoom Interface



All attendees are muted. Today's session will be recorded.

Matching Supports & Accommodations to Functional Implications of MH Conditions

Joni Dolce, MS, CRC

Department of Psychiatric Rehabilitation and
Counseling Professions

Rutgers School of Health Professions

5/20/21



Northeast and Caribbean (HHS Region 2)

MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

About Us ...

The Northeast and Caribbean MHTTC received 5 years of funding to (2018 – 2023):

- Enhance capacity of behavioral health workforce to deliver evidence-based and promising practices to individuals with mental illnesses.
- Address full continuum of services spanning mental illness prevention, treatment, and recovery supports.
- Train related workforces (police/first responders, primary care providers, vocational services, etc.) to provide effective services to people with mental illnesses.

Supplemental funding to:

- Support school teachers and staff to address student mental health
- Support healthcare providers in wellness and self-care activities



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Keep up with the latest effective practices, resources, and technologies!

Subscribe to receive our mailings.
All activities are free!

<https://bit.ly/2mpmpMb>

We Want Your Feedback!

Our funding comes from the Substance Abuse and Mental Health Services Administration (SAMHSA), which requires us to evaluate our services. We appreciate your honest, ANONYMOUS feedback about this event, which will provide information to SAMHSA, AND assist us in planning future meetings and programs.

Feedback about this training will assist us in developing future trainings that are relevant to your professional needs. Therefore, your feedback counts!

Video Recording Information

Please Note:

We will be recording this webinar and posting it to our website along with the presentation slides and any relevant resources.

Disclaimer

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At the time of this presentation, Tom Coderre served as Acting Assistant Secretary for Mental Health and Substance Use at SAMHSA. The opinions expressed herein are the views of the speakers, and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

This work is supported by grant H79SM081783 from the DHHS, SAMHSA.

Your Interactions With Us

Question and Answers

- Q & A will occur at the end of the call.
- Type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Note: your question is visible to all participants.

Chat and Polls

- Throughout the webinar, we will be asking for your input.
- Use the Chat or Poll features in Zoom located on the task bar.
- You can control who can see your chat comments.

The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED AND
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR
AND UNDERSTANDABLE

CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

Our Presenter



Joni Dolce, MS, CRC

Objectives

Define accommodations.

Apply supports and accommodations based on the functional implications related to the mental health condition.

Describe resources available to help with identifying and requesting accommodations.



Markus Winkler

Check-In



Americans with Disabilities Act



Title I: Employment

- Requires employers of 15 or more employees to provide an equal opportunity to qualified individuals.
- It prohibits discrimination in various aspects of employment (e.g., hiring, firing, advancement, compensation, and training).

Title II : State and Local Government Activities

Prohibits discrimination at all state and local governmental entities, including public colleges and universities.

Title III: Public Accommodations

Prohibits discrimination at private universities and colleges.



Qualified Individual with a Disability

Reasonable Accommodations

- Title I of the ADA requires employers to make reasonable accommodations to the known physical or mental limitations of applicants or employees that are due to the disability unless doing so would be an undue hardship on the functioning of the business.

www.usdoj.gov/crt/ada

Accommodation Ideas for Employment

- **Maintaining Stamina**

- Flexible scheduling
- Allow longer or more frequent breaks
- Provide additional time to learn new responsibilities
- Allow time off for counseling

- **Maintaining Concentration**

- Reduce distractions
- Allow use of white noise or environmental sound machines
- Allow the employee to play soothing music
- Divide large assignments into smaller tasks and goals

Job Accommodation Network's publication *Employee's Practical Guide to Negotiating and Requesting Reasonable Accommodations under the Americans with Disabilities Act (ADA)*, Retrieved from:

<https://askjan.org/publications/individuals/employee-guide.cfm>

Accommodation Ideas

- **Difficulty Staying Organized and Meeting Deadlines**
 - Make daily TO DO lists
 - Remind employee of important deadlines
 - Use electronic organizers

- **Memory Deficits**
 - Provide written instructions
 - Allow additional training time
 - Provide written checklists
- **Handling Stress**
 - Allow phone calls to support person
 - Allow employee to take breaks as needed

Job Accommodation Network's publication *Employee's Practical Guide to Negotiating and Requesting Reasonable Accommodations under the Americans with Disabilities Act (ADA)*,

Retrieved from: <https://askjan.org/publications/individuals/employee-guide.cfm>

For more information about how to request an accommodation...

- Requesting and Negotiating a Reasonable Accommodation at <https://AskJAN.org/publications/consultants-corner/vol03iss04.cfm>
- How to Request an Accommodation: Accommodation Form Letter at <https://AskJAN.org/articles/accommrequestltr.cfm>
- Employees' Practical Guide to Requesting and Negotiating Reasonable Accommodation Under the ADA at <https://AskJAN.org/publications/individuals/employee-guide.cfm>
- Employee Accommodation Inquiry Letter <https://AskJAN.org/publications/consultants-corner/Employee-Accommodation-Inquiry-Letter.cfm>

Accommodations





Essential functions



Mike

Assessing the Employment Implications of MH Symptoms

How is the worker's daily functioning affected by the presence of the mental health condition?

What barrier(s) does it cause?

Does the medication/treatment for the condition have side effects?

How do these limitations affect the worker's ability to perform in the employment environment?

Determining Accommodations Work Sheet

Mental Health Condition	Symptoms	Functional Implication or limitation/barrier	Possible Supports or Accommodations
Schizophrenia	Negative symptoms -Diminished emotional expression -Alogia (diminished speech)	Interacting with others	
	Disorganized thinking	-Understanding job tasks -Following instructions	
		Form Adapted from materials developed by A. Banko	

Determining Accommodations Work Sheet

Mental Health Condition	Symptoms	Functional Implication or limitation/barrier	Possible Supports or Accommodations
Schizophrenia	Negative symptoms -Diminished emotional expression -Alogia (diminished speech)	Interacting with others	On-site mentoring Word completion software https://askjan.org/disabilities/Schizophrenia.cfm
	Disorganized thinking	-Understanding job tasks -Following instructions	Task Separation Supervisory Methods

Form Adapted from materials developed by A. Banko



Let's take a closer
look

Kurt is an office manager for a local non-profit organization. He has been treated in the past for symptoms related to his bipolar disorder. His job tasks include filing monthly activity reports, coordinating training events for the training team, assisting the director with scheduling fundraising events, and completing the annual budget. In past jobs, he has always had difficulty meeting deadlines and staying focused on specific tasks. Luckily, this job is flexible with deadlines and he can work from home when he has difficulty concentrating.

Kurt's job duties have changed and he is now supervising three office staff. Not only have his duties change, he is also experiencing increased symptoms related to his bipolar disorder, namely sleep disturbances. He is now required to be in the office at least three days a week. Because he is constantly interrupted by the office staff he now oversees, he is having an even more difficult time concentrating and staying focused. Kurt's getting little sleep at night, which impacts his concentration even more.

He is having a difficult time remembering the additional job duties he is required to perform and has been struggling with paying attention during mandatory meetings. He is not meeting required deadlines. He is becoming quite tired with little stamina. His attendance is suffering and he is also late a lot during the week. He is having a hard time dealing with these workplace changes. Kurt is considering leaving the job because of this added stress.

Let's apply what we learned

- What is Kurt's mental health condition?
- What are his symptoms?
- What are the functional implications/limitations that Kurt is experiencing?
- **What are possible accommodations?**

Determining Accommodations Work Sheet

Mental Health Condition	Symptoms	Functional Implication or limitation/barrier	Possible Supports or Accommodations
Bipolar disorder	-Distractibility -Inability to concentrate	-Can't complete work in time	

Summary

Defined accommodations

Applied supports and accommodations based on the functional implications related to the mental health condition.

Described resources available to help with identifying and requesting accommodations.

Preparation Work

**Matching Supports & Accommodations to Functional
Implications of MH Conditions: Applying the Skills Learned**

Date: 5/27/21

Time: 2-3pm (ET)

Identify challenges and possible solutions in identifying accommodations and supports that address employment implications and workplace barriers.

- a. Come prepared to discuss an individual you are working with to utilize the determining accommodations worksheet.
- b. Apply and provide resources and suggestions to address challenges.
- c. Demonstrate using the JAN with individual examples from the group.

Question and Answer



Resources and References

- ADA National Network
<https://adata.org/>
- Americans with Disabilities Act
(800)-514-0301 or www.usdoj.gov/crt/ada
- BU Center for Psychiatric Rehabilitation (n.d.). How might my psychiatric or mental health condition affect my work performance? Retrieved from <https://cpr.bu.edu/resources-and-information/reasonable-accommodations/how-might-my-psychiatric-or-mental-health-condition-affect-my-work-performance/>
- Job Accommodation Network
(800) 526-7234 or <http://askjan.org>
- JAN's Searchable Online Accommodation Resource (SOAR)
<http://askjan.org/soar/>
- National Center for Learning Disabilities
<http://www.ncld.org/adults-learning-disabilities/laws-accommodations/on-job-accommodations>

Mental Health Resources

- Bazelon Center for Mental Health Law

www.bazelon.org

- National Alliance on Mental Illness (NAMI)

www.nami.org

- National Institute of Mental Health

www.nimh.nih.gov

- National Mental Health Association

- www.nmha.org

- US Dept. of Health and Human Services Substance Abuse and Mental Health Services Administration

- www.samhsa.gov

- U. S. Psychiatric Rehabilitation Association

- www.uspra.org

Evaluation Information

The MHTTC Network is funded through SAMHSA to provide this training. As part of receiving this funding we are required to submit data related to the quality of this event.

At the end of today's training please take a moment to complete a **brief** survey about today's training.



<https://bit.ly/3v1BNN4>

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SAMHSA
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