

**4-H Youth Development
Programming for People with Disabilities**

Scenarios for Group Work Exercise

For each scenario, your group should work through the following accommodation process and discuss the potential issues associated with each segment of the process.

1. Notice
2. Purpose
3. Qualified?
4. Disabled?
5. Documentation
6. Confidentiality
7. Program Access
 - a. Interactive Dialogue
 - b. Fundamental Alteration
 - c. Undue Hardship
 - d. Direct Threat

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#1 Attention Deficit Disorder --

The registration form arrives in the office for this year's camp. Sam's health form indicates that he takes Ritalin and will take it while at camp. No ADA accommodation is requested.

Sam has been a 4-H club member for two years and has attended overnight events in the past. His disruptive behavior has been an issue, but Sam's parents have never mentioned a specific disorder or disability.

The agent and key volunteers are concerned about the possibility of reoccurring disruptive behavior, especially because a higher level of independence and functioning is expected of older campers.

Questions to consider

1. What information should be included in the registration and/or informational materials?
2. What are the expected outcomes of the program? Why does the program exist?
3. Is Sam qualified for the program?
4. Does Sam have a disability? Is Sam covered under the ADA?
5. Sam's parents disclose that he has ADHD. Is Sam protected by the ADA?
6. What additional information is needed and how should the agent gather it?
7. Sam's parents tell you that Sam has ADHD, and gives you a note from Sam's doctor. The doctor's note says that Sam has ADHD and would benefit from having an attendant at the camp.
 - a. Is Sam covered under the ADA?
 - b. What should you do with the information from the doctor?
 - c. Is Extension required to provide a personal care attendant for Sam?
8. Should the parents be contacted regarding potential behavior?
9. What do volunteers need to know? Should this matter be discussed with volunteers and committee members?
10. What accommodations would be considered reasonable in this situation?
11. How will the medication be dispersed?
12. If Sam self medicates, should staff provide security measures for the medication?
13. What should be done if disruptive behavior occurs and no accommodation requests have been made and/or no medical information has been provided to UWEX?
14. Sam's parents disclose that he has ADHD. While at camp, Sam attacks another camper and gives the child a black eye. Must Sam be allowed to continue with the program?

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#2 No Advance Request for Accommodation--

The agent and volunteers have been conducting a drop-in, after school program for six months, two days a week, in the school building. Today a fourth grader, Stephanie, who has a hearing impairment, attends for the first time.

Another student spends most of her time that day helping Stephanie to participate and benefit from the program.

The next session in this program is two days. That evening, the volunteer in charge calls the agent and asks what to do if Stephanie returns.

Questions to consider

1. What information should you include in the registration or informational materials?
2. What might be the essential components of the program? Why does the program exist?
3. What are the necessary qualifications for participation in the program?
4. Is Stephanie qualified for this program?
5. Is Stephanie a person with a disability?
6. The parents request that an additional teacher be provided to offer Stephanie one-on-one attention. Do you need to obtain a second teacher for the class to work only with Stephanie?
7. Does Extension have to provide an interpreter?
8. Does Extension have to provide an interpreter if it wasn't requested in advance?
9. Can you require Stephanie to use an interpreter?
10. Who pays for the interpreter?
11. Stephanie uses sign language and has requested an interpreter. You've made some phone calls and have found a company that can provide an interpreter. When you talk to the parents, they say that they want to use an interpreter from another company, but that interpreter charges 3 times as much an hour. Do you have to use the interpreter the parents requested?
 - a. The interpreter you found only does Sign Language, but Stephanie uses Signed English. Can you still require Stephanie to use the less expensive interpreter?
12. Stephanie's parents request that the program be offered from 5-7pm rather than 3-5pm. Stephanie's mom can't get to the school until 5pm because she has to work, and she thinks it would be too stressful for Stephanie to attend the program alone. Do you have to change the time that the program is held?

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#3 History of Violence

Trever wants to re-enroll in a county 4-H club. The Extension agent has heard from the club volunteer leaders that Trever has exhibited violent behavior at school at the local community youth center. The leaders are convinced that Trever will be a threat to other youth in the club.

The mother has shared with one of the leaders that Trever is working with a probation officer and a mental health counselor at a local medical clinic on a regular basis. The mother feels that 4-H will be good for Trever.

Questions to consider:

1. Does Trever have a disability?
2. Is Trever qualified to participate in the club?
3. Should you contact Trever's parents about his behavior?
4. Trever enrolls and starts to exhibit violent behavior--hitting, pushing and damaging property of others. What should you do?
5. You talk with Trever's mother about his behavior, and she discloses that Trever is in the program for emotionally disturbed children at school and is provided a personal attendant to help manage his behavior. She requests that Trever's behavior be excused and that he receive a personal attendant for 4-H activities.
 - a. Can you refuse to allow Trever to participate in the program if his negative behavior continues, even if he can't help it?
 - b. Do you have to provide a personal attendant?
6. You talk with Trever's mother about his behavior. You find out that Trever's parents are getting divorced, and that Trever has been "acting out" because of it. Trever's mom tells you that Trever is working with the probation officer because he shoplifted from a toy store, and that he might try to take things from other children in the club. She says that Trever has never been in trouble before, and she's sure things will calm down once the divorce is finalized.
 - a. Is Trever disabled?
 - b. Do you have to provide him with any accommodations?
 - c. Can you expel Trever from the program if he steals items from the other children?

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#4 Visual Impairment

George is a blind youth who wants to participate in his local 4-H club. He needs a variety of accommodations, such as special print formats or personal assistance.

Questions to consider:

1. George's father calls the office and requests the handouts for the next night's program be provided in 44 point font. Do you have to provide the materials?
2. George wants to apply for a 4-H scholarship to attend a summer camp. He cannot fill out the application materials because he cannot see them. What should you do?
3. George's mom is blind too, and calls to register for a parent/child art appreciation class. You don't think that George or his mother will be able to benefit from the class because they won't be able to even see the art pieces you're talking about. Can they take the class?
4. George's mom requests that someone pick her up from her house so that she can attend the county fair where George will be displaying his art work. Do you need to pay for her taxi?

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#5 Accommodations for Volunteers

Betty has been a volunteer for many years. She has recently developed congestive heart failure and has a great deal of trouble with routine activities such as climbing stairs, walking for short distances, getting in and out of a car, etc. However, she continues to be actively involved in the local 4-H club as a project leader and relates well to children. Betty is planning on attending the upcoming state volunteer conference.

Betty just called you and requested a motorized chair for the conference so she can participate fully. She does not use this equipment in her daily activities and she does not have a motorized chair herself.

Questions to consider:

1. Is Betty disabled?
2. Is she qualified to participate in the conference?
3. The conference sponsors have reserved hotel rooms for attendees at a hotel located a mile away (but attendees pay for the room). Betty would prefer to stay at the hotel that is only a block away, although that hotel costs twice as much. Does Extension need to pay for Betty's hotel room?
4. Another volunteer finds out that Betty is being provided a motorized chair for the conference and requests to have one as well. Do you have to provide one for her too?

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#6 Youth in Wheel Chair

A 4-H member uses a wheelchair and wants to participate in activities, such as group travel and outdoor events, where it is very difficult to maneuver a wheel chair.

Questions to consider:

1. The 4-H group from Madison is taking a trip to the Milwaukee zoo. Transportation will be provided, but the bus isn't accessible. What should you do?
2. A 4-H member has raised goats as part of her 4-H project. Her goats were great and she won the County competition, and now she has the opportunity to participate in the State competition. However, she can't get in the building where the actual judging occurs because the building is inaccessible. Can she still compete in the State contest? Does the building have to be remodeled?
3. A person who uses a wheelchair has applied for certification as a day care provider. One of the requirements for this certification is that the person is able to provide CPR. Can you deny the certification because the person uses a wheelchair?