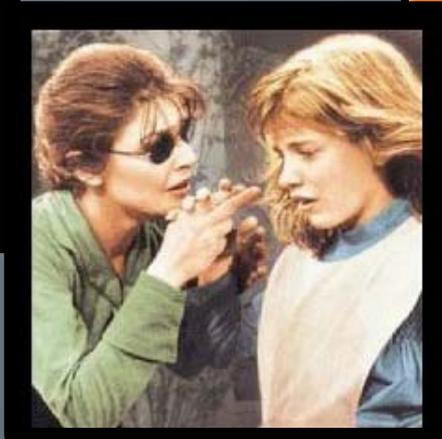
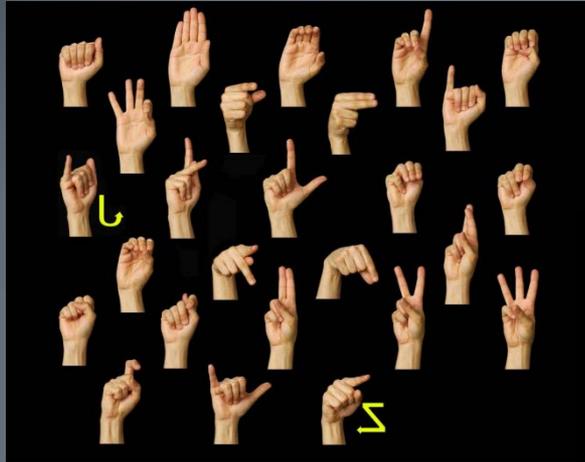


Hiring and Managing Deaf and Hard of Hearing People

Presented by -
Sarah Morgan MS, CI/CT

My Story



What Society Thinks We Do



What Audiologists Think We Do



What Restaurant Staff Think We Do



What We Really Do

Project Manager Analyst
Graphic Designer Finance Specialist



Unique Perspectives

- Cultural identity/family of origin
- Intentional communication choices
- Visual processing
- Familiarity w/residential school
- Strong community ties
- Lack of auditory distraction
- Community-based learning
- Absence of indirect learning opportunities

Overcoming Obstacles



Challenges in the Workplace

“I'm always trying to figure out what's really going on. Always having to fill in the gaps, but never getting all the details. It's like trying to do a jigsaw when I don't even know what the picture is, and I'm missing one of the vital middle pieces.”

- **Chrissie Perry**

Author of *Whisper*

"The problem is not that the students do not hear. The problem is that the hearing world does not listen."

- **Rev. Jesse L. Jackson**

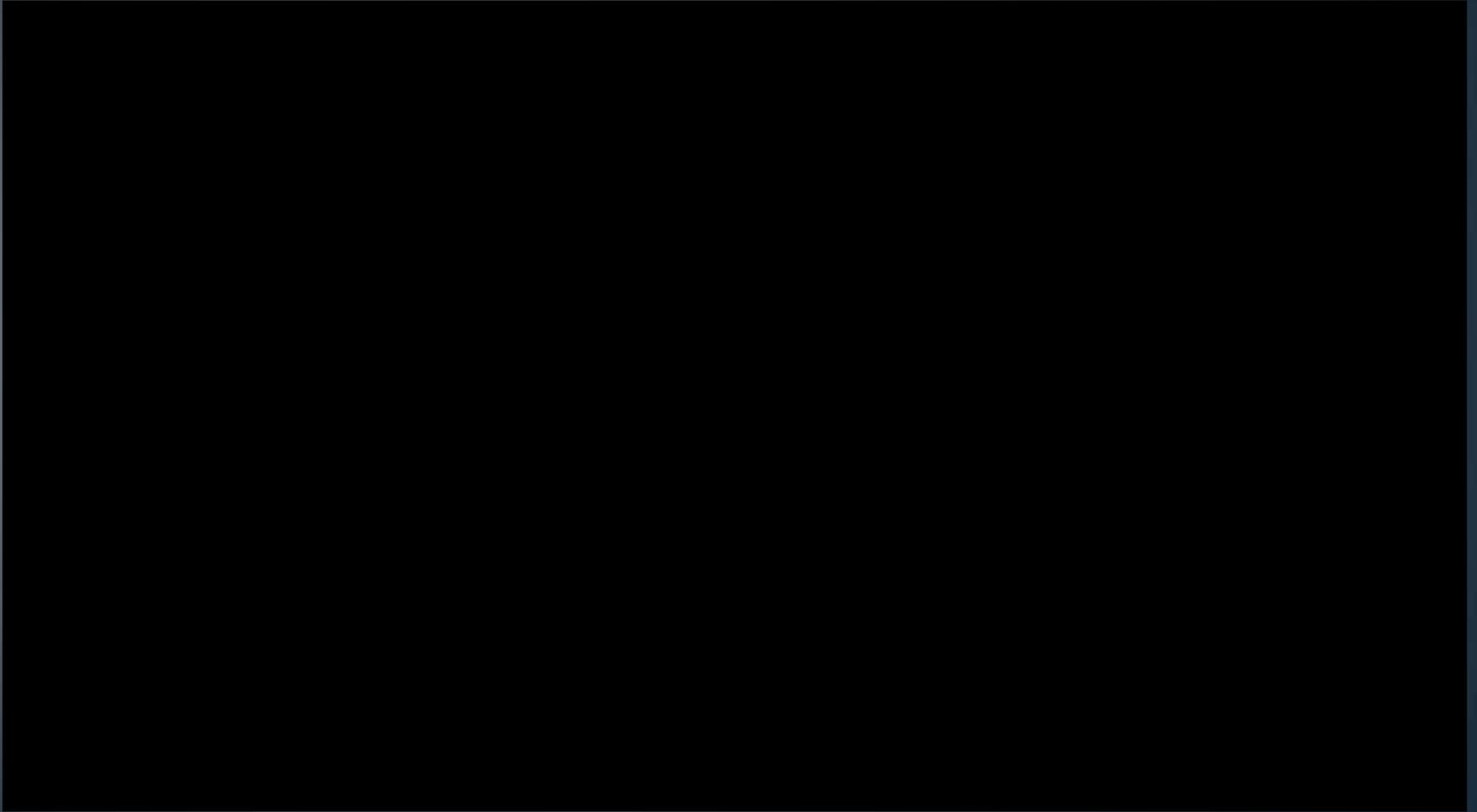
What Would You Do?



Reasonable Accommodations

- Sign Language Interpreters
- Captioning Videos
- Video Phone
- Strobe Lighting for Fire Alarms
- Emergency Pagers/Text Messaging
- Filmed vs. Written Notes
- Advance Notice of Meetings
- Writing Tests for All Applications

Best Practices



Recommended Resources

- NTID Center on Employment (NCE)

<http://www.ntid.rit.edu/nce>

- Job Accommodation Network

<http://askjan.org/Erguide/>

- Federal Communications Commission

<http://www.fcc.gov/guides/video-relay-services>

Thank You!

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“Learning another language is not only learning different words for the same things, but learning another way to think about things.”

-Flora Lewis