

July/August 2011



WHO: 15 Percent of World's Population Is Disabled

A new report prepared by the World Health Organization and the World Bank states that approximately 15 percent of the world's population – about 785 million people – suffers from some type of substantial physical or mental disability, The Washington Post reported.

The disabilities range from mental retardation to chronic pain to mental

Continued on page 3...

Correction...

In the May/June 2011 issue of *Your Care Connection*, we included contact information for those interested in learning more about Care Providers Insurance Services pertaining to Boys & Girls Clubs of America.

Please note that the correct email address is cps-submissions@nsminc.com.

SEND TO A FRIEND

Know someone who might like *Your Care Connection*?

Forward this newsletter to a friend.

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Defining “Developmentally Disabled”

A closer look at two instrumental organizations

Developmental disabilities are a diverse group of severe chronic conditions that are due to mental and/or physical impairments. People with developmental disabilities have problems with major life activities such as language, mobility, learning, self-help, and independent living. Developmental disabilities begin anytime during development up to 22 years of age and usually last throughout a person's lifetime.

MRDD or MR/DD, short for Mental Retardation and Developmental Disabilities, refers to services designed to assist mentally and developmentally challenged people and their families. In the United States, this term is used by state and local government agencies that receive federal funding under Title XIX of the Social Security Act of 1965.

The History of MR/DD in Ohio

The State of Ohio created county boards of mental retardation in 1967 with the passage of Ohio Amended Senate Bill 169. The county boards became known as “169 Boards.” When the first Board was installed in 1967, it continued to contract with the Hamilton County Welfare Department (HCWD) to provide the same services the department had provided for several years. In 1971, however, the Board began initiating and administering its own programs.

In 1980 the scope of county boards was broadened through passage of Amended Substitute Senate Bill 160, which updated and clarified the duties and responsibilities of the county boards, and added developmental disabilities to the Board's title. The growth of programs, both in size and numbers, has been phenomenal.

The History of The ARC

The Arc of the United States is the world's



largest grassroots organization serving people with intellectual and developmental disabilities. The organization was originally founded in the 1950s by parents of individuals with developmental disabilities. It was originally called the Association of Retarded Children, but it has since expanded its function and subsequently changed its name. Since its origination, the organization has established state chapters in 39 states, with 730 local chapters in states across the country. The Arc of the United States is based in Washington D.C.

The mission of The Arc is to “promote and protect the human rights of people with intellectual and developmental disabilities and actively support their full inclusion and participation in the community throughout their lifetimes.”

If you would like to learn more about either of these organizations or about MR/DD, visit these source sites:

- The Ohio Department of Developmental Disabilities [<http://odmrdd.state.oh.us/>]
- The Arc [<http://www.thearc.org/>]
- The Centers for Disease Control and Prevention [<http://cdc.gov/ncbddd/dd/dd1.htm>]

NSM CARES

Special Strides is a non profit organization devoted to improving the lives of children with physical and developmental disabilities. Located on a 200 acre farm in Central New Jersey, Special Strides is able to achieve therapeutic goals in an atmosphere that is all about fun — and learning.



Special Strides strives to provide all children a unique multi-sensory experience, regardless of financial status. NSM Insurance Group is a proud supporter of Special Strides.

To learn more about Special Strides, visit them online [<http://www.specialstrides.com/>].

CPS IS ON FACEBOOK!

Recently we learned that Facebook is just one of many ways that non-profit organizations communicate with each other...and naturally we want to be part of the conversation!

We'll be posting pictures of various events, videos, news articles and more, all of interest to the non-profit industry we serve. Please visit us online and help us spread the word!

The 10 Best Places to Live if You Have Autism *Autism Speaks conducts online community survey*

The greater New York, Los Angeles, Chicago, Cleveland, Philadelphia and Boston metropolitan areas are among the 10 best places in America to live for people who have autism, according to the results of an online survey released earlier this year by Autism Speaks, the world's largest autism science and advocacy organization. Northern New Jersey, Minneapolis/St. Paul, Seattle and Milwaukee are also among the top 10 listed. The survey also found that nearly 75% of respondents were not satisfied with their community's resources and services for people with autism. Among the states faring worst in the survey, in terms of the percentage of negative responses from that state, were Texas, Virginia, Tennessee, Ohio, Florida, Michigan and California.



For those who responded positively that they are generally happy with the availability of services and resources where they live, many cited satisfaction with the educational services their child receives, proximity to outside services, flexible employer policies, access to clinical/medical care and recreational opportunities as key attributes. Conversely, those who were unhappy about their community's resources reported, by very large margins, having to travel considerable distances (over an hour) for treatments and services, said medical services were difficult to come by, and noted that few, if any, recreational services were available locally. Across the board, respite services were lacking in all areas. More than 800 members of the autism community in 48 states and the District of Columbia participated in the survey.

To read the full press release from Autism Speaks, click here [<http://www.autismspeaks.org/about-us/press-releases/10-best-places-live-if-you-have-autism>].

The Workplace Helpline Reviews...

Final regulations to the Americans with Disabilities Act

The Equal Employment Opportunity Commission (EEOC) recently issued its final revised Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act, along with accompanying interpretative guidance. These final Regulations interpret the Americans with Disabilities Act Amendments Act of 2008 (ADAAA), which was originally signed into law by President George W. Bush on September 25, 2008 and went into effect January 1, 2009.

The EEOC's Regulations, found at www.eeoc.gov/laws/statutes/adaaa_info.cfm along with other resources, took effect on May 24, 2011. We encourage you to click here [<http://www.gordonrees.com/publications/viewPublication.cfm?contentID=1995>] to view an Advisory explaining how these Regulations change the ADA landscape.

To learn more about the value of HELPLINE and how to enroll, please talk to your agent and visit www.hrhelpline.com/cps/overview. Clients already enrolled in HELPLINE can view this month's Question of the Month as well as ask specific HR risk management and employment law questions directly to attorneys through the HELPLINE website – www.hrhelpline.com/cps. For access codes, please contact the HELPLINE at toll-free 877-568-6655.

Have You Heard

...from page 1

illness and the report, which was released by the United Nations, found that these problems are more widespread in low-income countries, as they become worse with poverty. **READ MORE** [<http://www.foxnews.com/health/2011/06/09/who-15-percent-worlds-population-is-disabled/?test=painmgt>]

State grants help disabled adults find meaningful, well-paying work

Increasingly, small independent businesses are training people with physical and mental disabilities to become a part of the workforce, taking over roles traditionally held by large nonprofits and social services agencies.

From New Jersey to California, the disabled are emerging from the stockrooms and the more menial, hidden jobs in retail and more and more can be found at cash registers, interacting with customers, even delivering flowers. **READ MORE** [http://www.nj.com/news/index.ssf/2011/04/disabled_adults_find_meaningfu.html]

Sheltered Workshops *A place to work, grow*

A sheltered workshop is an organization that provides employment opportunities for people with disabilities. The word 'sheltered' refers to a protective environment where the disabled can undertake paid meaningful employment in a supportive environment.

Sheltered workshops came into being approximately 30 years ago with the passage of Senate Bill 52 in 1965. Frank Ackerman, a parent with a child in the state school at Sedalia, became concerned with what the future held for his child after he finished school. Ackerman began a campaign to establish a vocational program in Missouri. His campaign resulted in the passage of Senate Bill 52. Sedalia established the first state authorized sheltered workshop that same year, and many other communities followed.

A sheltered workshop operates much like any other light assembly or service shop, except that the employees are adults whose physical or mental disabilities currently prevent them from competing for regular employment. Employees are paid on a piece-rate basis according to their ability to produce, compared with non-disabled workers who would be paid the prevailing wage for the job. Although most workshop employees earn less than the minimum wage, the workshop provides them a place to perform meaningful work and lead productive lives.



To operate effectively and compete with ordinary businesses, sheltered workshops need additional supervisors to provide additional attention and support for workers with disabilities. The state funds help offset these costs in an amount equal to \$13 per six-hour day worked by each employee with a disability.

Sheltered workshops perform a variety of services for other businesses on a contractual basis. Examples of jobs performed in sheltered workshops are: sorting; collating; labeling; salvage; inspection; folding; mailing; sewing; subassembly; heat sealing; arbor press work; hand packaging; shrink, film, and blister packaging; electrical subassemblies; metal punch press operations; painting; manufacture of pallets, fishing lures, wooden craft items, etc. Workshop customers include nationally known companies as well as local companies.

Source: Missouri Department of Elementary and Secondary Education.

MR/DD Online Resources

National Institute on Disability and Rehabilitation Research (NIDRR) [<http://www2.ed.gov/about/offices/list/osers/nidrr/index.html>]. NIDRR promotes the participation of all people with disabilities in their communities. It also helps communities provide opportunities and support for people with disabilities. NIDRR focuses on studies related to topics such as jobs, health, assistive technology, and independent living. NIDRR is part of the U.S. Department of Education.

Administration on Developmental Disabilities [<http://www.acf.hhs.gov/programs/add/>]. ADD works to ensure that people with developmental disabilities and their families help decide what services they should get and that they indeed get the support and services they need. Service areas include education, employment, health, child care, housing, protection and advocacy, recreation, transportation, and quality assurance. ADD is part of the Administration for Children and Families.

DisabilityInfo.gov [<http://www.disabilityinfo.gov>]. DisabilityInfo.gov has information about disabilities resources in the federal government. Topics include jobs, education, housing, transportation, health, income support, technology, community life, and civil rights.

Additional resources can be found online at the Centers for Disease Control and Prevention. [<http://cdc.gov/ncbddd/dd/dd1.htm>]