

KY – TN Disability Awareness Survey Results - October 2022

Total Survey Responses – 133

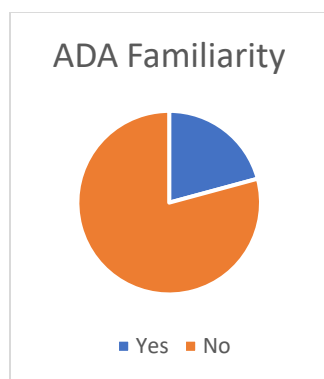
Kentucky Responses – 78

Tennessee Responses – 55

1. Are you familiar with the American Disability Act and what it encompasses?

Yes - Total Responses: **112** **84%**

No - Total Responses: **21** **16%**

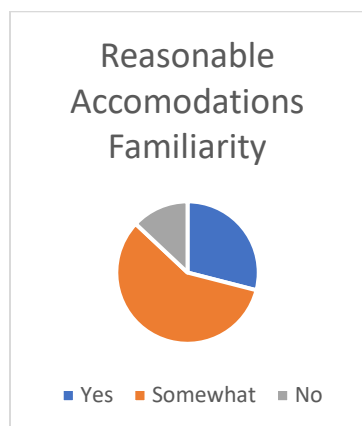


2. Are you familiar with the process of how to request reasonable accommodations?

Yes - Total responses: **38** **29%**

Somewhat - Total Responses: **78** **58%**

No - Total Responses: **17** **13%**



3. Do you require any accommodations related to the following (select all that apply)?

a. Hearing Loss	1
b. Sight	5
c. Depression/Anxiety	7
d. Loss of or use of limb	1
e. Do not want to disclose	16
f. Other	9
g. None	92

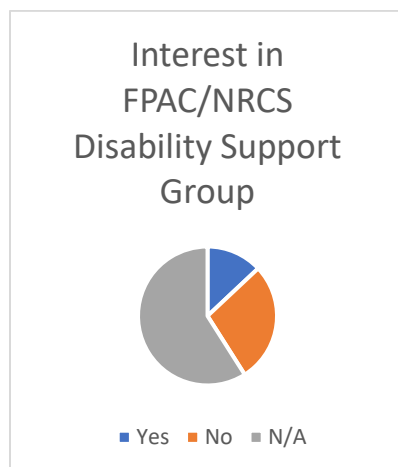
4. If you answered other in the question above and want to disclose that information, please comment below.

19 Responses which included:

PTSD, Anxiety, Autism, Limited Mobility due to Pain, Colorblindness, Accommodations needed for medical treatments/procedures and medications, difficulty with clearly seeing computer screens, anxiety in social situations, anxiety when presenting in front of a group, poor office lighting.

5. Would you be interested in a local, statewide, and/or national NRCS support group for your specific disability and/or other disabilities?

Yes	17	13%
No	37	28%
N/A	79	59%



6. Have you ever dealt with customers in the office or in the field that may have a potential disability that makes it difficult for them to complete on farm tasks and/or other tasks?

Yes	82	62%
No	51	38%



7. What information or assistance could the CRAC and/or Disability SEPM provide to help you with your disability, or working with customers and/or coworkers with a disability?

- Education to better understand how to interact with persons with disabilities, especially those not visible.
- Opportunities to learn sign language to assist the hearing impaired and/or ensure that each field office has someone present that is experienced in sign language.
- Ensuring that offices are more handicap assessable. Heavy entrance doors and bathroom doors, front counters not designed for customers in wheelchairs, and obstacles being placed in walk areas are not conducive to accessibility.
- Awareness of assistance and resources available in relation to each disability.
- More tools in the field to assist with mobility issues of employees and customers, such as UTVs.
- Annual refresher trainings on reasonable accommodations.
- Annual training and outreach on updated options available for customers with disabilities. (i.e., National AgrAbility Project)
- Access to flyers, handouts, or other information related to agencies that support aging and/or disabled producers and landowners.
- Dimmer switches in offices to allow for adjustment of lighting.
- Education on the definition of disabilities related to the workplace and what reasonable accommodations are available for certain disabilities.
- Providing discreet assistance for disabilities.
- More assistance for those suffering from disabilities related to mental health.

8. The National Disability Observance Month will be held in October. Related to that, is there anything related to disabilities that you would like more information about?

- Coping with a disability in the workplace.
- Communicating with the deaf or hearing impaired.
- An easy flyer on steps to requesting reasonable accommodations.
- Accommodations available for remote working situations.
- USDA/NRCS specific actions to eliminate/reduce barriers for producers and employees with disabilities.
- Up-to-date information, resources, and links to reasonable accommodations.
- Resources available that we can provide to our producers/customers.
- Invisible disabilities and how they impact work.
- Ways to help relieve mental stress and/or anxiety.
- Disability insurance information.
- Annual refresher on disabilities and the reasonable accommodation policy.