

Planning Meetings to Accommodate People With Disabilities and Other Access and Functional Needs

According to 2020 U.S. Census data, over 40.6 million noninstitutionalized Americans lived with a disability. Of the population with disabilities, aged 18 to 64, approximately 7.6 million people are employed. Here are three important reasons to accommodate those individuals in trainings and meetings.

1. Level the Playing Field: Provide training opportunities for all.

In order for meetings and training events to be successful, everyone must have an equal opportunity to participate. When events are accessible, they serve not only those with disabilities but also older adults and those with temporary restrictions.

2. Follow the Law: Federal, State, and local statutes may apply.

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act require that people with disabilities have access to all public events and those supported by Federal funds. State and local laws may also apply to your event.

3. Lead by Example: Role modeling for accessibility.

When your training or meeting provides a level playing field for everyone with special physical needs, it shows all participants what an accessible event looks like. They can learn how to incorporate these accommodations in their own settings.

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