Physical Access Committee
Creating a Community of Inclusion

2015-2016 Annual Report

Access

Inclusion

Diversity

Awareness
TABLE OF CONTENTS

Physical Access Committee 2
Executive Summary 3
Current Initiatives 5
Accomplishments 6
OHSU Policy Manual - Physical Access Committee: No. o8-01-006 7
OHSU Diversity Definition 8
OHSU Diversity Action Plan 2013 Goals 8
OHSU Diversity Climate Survey 8
Focus Group Findings on Accessibility at OHSU 9
Closing Statement 10
References 10
Resources 11

COMMITTEE MEMBERSHIP

Executive Sponsors

Jeanette Mladenovic, MD, MBA, MACP
   Executive Vice President and Provost
Leslie Garcia
   Interim Chief Diversity Officer

Co-Chairs

Kyle Majchrowski
   Design & Construction
Michael Tom, JD
   Affirmative Action & Equal Opportunity

Committee Members

Shelby Acteson
   Student Access
Carrie Bailey
   Medical Student, School of Medicine
Kalen Beck
   Language Services
Michelle Gaylord
   Parking Administration
Ian Jaquiss
   Affirmative Action & Equal Opportunity
Debbie Lamberger
   Ambulatory Services Administration

Greg Morlock
   Facilities Operations
Mike Nurre
   Risk Management Administration
Greta Reitinger
   Affirmative Action & Equal Opportunity
Wendy Schlichting
   Clinic Manager, Plastic Surgery
Chad Sorber
   Facilities Management Administration
Verian Wedeking
   Casey Eye Institute
PHYSICAL ACCESS COMMITTEE

History and Purpose

Launched in August 2006, the Physical Access Committee (PAC) is a state statute required committee that reports to its executive sponsors: the OHSU Provost and Chief Administrative Officer. The PAC focuses on issues affecting people with disabilities, including access to campus facilities and other enhancements that foster a culture of inclusion at OHSU. The committee meets bi-monthly and is currently comprised of 14 members from diverse areas of OHSU. The PAC provides consultation, conducts workgroups, identifies and prioritizes accessibility barriers, and supports or develops programs that improve accessibility for people with disabilities.

Identifying and Resolving Barriers

With its unique ability to bring together diverse perspectives and engage in collaborative, holistic problem-solving, the PAC owns and manages an evolving “triage list.” The PAC regularly reviews the triage list, which allows the committee to evaluate, track and prioritize campus accessibility barriers as identified by employees, the public and the PAC.

Diversity Awareness and Education

Disability Awareness Training, presented by the Affirmative Action and Equal Opportunity (AAEO) department, is now a regular offering available to all OHSU staff. This campus-wide offering resulted from a PAC subcommittee discussion in 2012. The group recognized that disability awareness training represented a tremendous opportunity to foster a more inclusive environment for all who work, study or visit OHSU, and furthers the goals outlined in OHSU’s Diversity Strategy Plan. Ian Jaquiss, J.D., Disability Awareness Trainer and Outreach Specialist, has delivered these trainings for AAEO since 2014. Ian fosters a welcoming, low-pressure environment in which sensitive topics can be explored freely and comfortably. To request a training session for your group, contact Ian directly at jaquiss@ohsu.edu.

New Construction

The PAC provides design input and consultation for new construction projects at OHSU to ensure the inclusion of universally accessible features. Renovation of OHSU’s Auditorium/Old Library has been a top priority on the PAC triage list in recent years. The building hosts lectures, grand rounds, conferences and other events, but has lacked key features for visitors with disabilities such as accessible restrooms, access to the upstairs lobby and classrooms. Providing consultation to Design & Construction and other stakeholders, the PAC has been supporting and consulting with the project over the past several years. Currently, the PAC is providing feedback and consultation during the planning phase of two new building projects in the South Waterfront: CHH South and the Knight Cancer Research Institute. The PAC hopes to influence universal accessibility in the new buildings, as well as share key learnings from past projects.

Night for Networking

OHSU has hosted Night for Networking (N4N), a business networking event for people with disabilities, since 2010. Created by AAEO Director Mike Tom, N4N brings local business and talent together for a casual yet focused evening of discussion, presentations and employment networking. For more information, or to get involved, please visit www.ohsu.edu/aaeo/n4n
EXECUTIVE SUMMARY

Charge
The Physical Access Committee (PAC) is charged with identifying barriers that interfere with the ability of people with disabilities to access OHSU. Findings and recommendations by the PAC shall be used to improve accessibility and facilitate meaningful use of campus facilities related to patient care, instruction, academic support and assembly.

Business Case
Federal and State Legislation Trends

Amendments to the Americans with Disabilities Act (ADA), effective January 1, 2009, clarified and reiterated the law’s civil rights protections for people with disabilities. The ADA Amendment Act of 2008 revised the definition of “disability” by broadening the scope of who is considered a person with a disability. With these amendments to the ADA, a larger number of people with disabilities seek access to OHSU for employment, education, patient care and community interactions.

In March of 2014, the Office of Federal Contract Compliance Programs (OFCCP) began enforcing rules that require federal contractors (like OHSU) to provide new affirmative action reporting around recruitment and employment of people with disabilities. The OFCCP provides a hiring placement goal of 7 percent for people with disabilities. Additionally, there is a separate benchmark of 7.2 percent for protected veterans, including veterans with disabilities.

Accommodation Trends:

Students: Over the past five years (2010-2015), the number of OHSU students receiving disability accommodations has increased 107 percent, from 43 in 2010 to 89 in 2015. These students comprise nearly 3% of the total student population. Of students with disabilities enrolled for the 2014-2015 academic year, 38 were in the School of Nursing programs (across five campuses – Portland, Ashland, Klamath Falls, La Grande and Monmouth), 39 students were in the School of Medicine (undergraduate and graduate medical programs), with the remainder in the School of Dentistry; 28% of these students were accommodated for multiple disabilities.

Employees: Over the past five years (2010-2015), employees requesting reasonable accommodation have increased by 135 percent, from 66 to 155 requests.¹

Accessibility Improvement Benefits:

A welcoming and inclusive campus with universally accessible features impacts students, employees, customers, community partners and visitors. Universal access at OHSU means that parents with strollers, patients with medical conditions, people with disabilities and others can navigate our facilities easily. Combined with positive interactions with OHSU staff, universal physical access to facilities fosters customer loyalty, strengthening the OHSU brand. Accessibility improvements to emergency warning systems and educational materials offer additional safety and accessibility to services.

The Cost of Accommodation:

According to the Job Accommodation Network (JAN), a service from the U.S. Department of Labor’s Office of Disability Employment Policy, 57% of accommodations have no associated cost, while the overall average cost of workplace accommodation for people with disabilities is less than $500. In addition, tax incentives are

¹ Student Access and Affirmative Action & Equal Opportunity (AAEEO) tabulate reasonable accommodation requests at the end of each fiscal year.
available to help employers cover the costs of accommodations or modifications that make their businesses accessible to people with disabilities. i

Customer, Workforce and Student Realities:

- Around 15 percent of the world’s population, or estimated 1 billion people, live with disabilities. They are the world’s largest minority. ii
- A 2012 report from the U.S. Census indicates that in the United States, 56.7 million people, or one in five people, have a disability in the U.S. iii
- Eleven percent of undergraduates in 2011-2012 reported having a disability. Of those, 44 percent were male and 56 percent were female, about the same percentages as for undergraduates without disabilities. iv
- Nearly 27.9 percent of adult Oregonians were obese in 2014. Obesity is linked to chronic health conditions like coronary heart disease, stroke, diabetes, and some cancers (NIH Clinical Guidelines, 1998), mobility limitations, and high blood pressure. v
- The U.S. Department of Labor reported in 2014 that unemployment rates were significantly higher for people with disabilities than for those without. Specifically, 17.1% of people with disabilities were employed in 2014 whereas the employment rate for people without disabilities was 64.6%. vi

Identified Priorities for 2016-2017

1. OHSU Auditorium– ongoing renovations to remove accessibility barriers.
2. West Campus Administration Building– replace/repair wheelchair lift.
4. New construction and expansion projects.
5. Casey Eye Institute– Door actuator projects.
7. Additional accessible restrooms.
8. Elevator accessibility improvements.

OHSU Vision 2020 Strategic Plan

Goal 1: Be a great organization, diverse in people and ideas. OHSU is dedicated to improving the health and quality of life for all Oregonians through excellence, innovation and leadership in healthcare, education, research and community outreach. We recognize that diversity of people and ideas are essential to succeed and thrive.
<table>
<thead>
<tr>
<th>Initiative</th>
<th>Description</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access Barrier Triage List</td>
<td>Maintain and update PAC triage list of reported physical access barriers</td>
<td>Ongoing</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Accessible Technology &amp; Information: 5-10 Year Project</td>
<td>Review of OHSU technology and information systems accessibility, including establishment of committee to oversee development of assessment plan and prioritization of remediation action plan</td>
<td>Initial stakeholder meetings</td>
<td>Committee development; initial assessment planning phase</td>
<td>Ongoing assessment; initial remediation planning/implementation</td>
</tr>
<tr>
<td>Job-Carving at OHSU</td>
<td>PAC subcommittee joining a workgroup to launch an OHSU job-carving program for proactive PWD recruitment</td>
<td>Workgroup formed; stakeholders engaged</td>
<td>New positions in Food &amp; Nutrition, EVS</td>
<td>Project assessment and expansion</td>
</tr>
<tr>
<td>Accessible parking</td>
<td>Identify and ensure adequate accessible parking is available on OHSU campus</td>
<td>Ongoing</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>ADA consultant</td>
<td>Retain a consultant to guide OHSU in updating the ADA transition plan</td>
<td>Needed</td>
<td>To be determined</td>
<td>To be determined</td>
</tr>
<tr>
<td>Auditorium /Old Library ADA accessibility renovations</td>
<td>$1.25m project to make the Old Library ADA accessible includes building an all-floors elevator &amp; replacing existing facilities with ADA-accessible restrooms.</td>
<td>Construction begins end of February 2015</td>
<td>Elevators, bathrooms complete in early 2016</td>
<td>Project targeted for completion August 2016</td>
</tr>
<tr>
<td>CHH South &amp; Knight Cancer Research Building</td>
<td>Collaborate with project managers, architects, other stakeholders on accessibility features to new building projects: CHH South and KCRI</td>
<td>Consulting</td>
<td>Monitoring &amp; consulting</td>
<td>Assessing As Built</td>
</tr>
<tr>
<td>Employing People with Disabilities</td>
<td>Determine cost, recruitment strategies, and create partnerships to develop pipelines</td>
<td>Tracking, community networking</td>
<td>Providing support</td>
<td>Ongoing</td>
</tr>
<tr>
<td>External Partnerships</td>
<td>Develop and maintain partnerships with community stakeholders</td>
<td>Partnerships through N4N and ARG</td>
<td>Ongoing outreach</td>
<td>Ongoing outreach</td>
</tr>
<tr>
<td>Internal Partnerships</td>
<td>Collaborate with OHSU groups on strategic initiatives, increase ADA projects, consult on design and construction phases and improve institutional leverage.</td>
<td>Ongoing</td>
<td>Outreach</td>
<td>Outreach</td>
</tr>
<tr>
<td>Night For Networking</td>
<td>Annual networking event for businesses and people with disabilities</td>
<td>400 attendees, 40 sponsors</td>
<td>Increase impact</td>
<td>Increase impact</td>
</tr>
<tr>
<td>OHSU Accessibility Standards and Guidelines</td>
<td>Gain support for OHSU Accessible Design Standards and Guiding Principles to supplement ADA and Oregon Structural Specialty Code requirements</td>
<td>Consult/ Implement</td>
<td>Consult/ implement</td>
<td>Consult/ implement</td>
</tr>
<tr>
<td>Way-finding</td>
<td>Consult with the way-finding initiative to improve campus accessibility</td>
<td>Consult/ implement</td>
<td>Consult/ implement</td>
<td>Consult/ implement</td>
</tr>
</tbody>
</table>

**Commitment to Inclusion: Job Carving at OHSU**

In 2015, OHSU founded the Community Advisory Council for Recruitment and Retention of People with Disabilities. The committee is working to assess feasibility for a job-carving pilot program at OHSU. Job carving removes barriers to employment for people with certain cognitive or physical disabilities.
## PAC ACCOMPLISHMENTS – PROJECTS COMPLETED

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directional Signage &amp; Access Improvements</td>
<td>Directional signage installed in identified areas of need, including: CLSB, Sam Jackson Hall, Mac Hall. After-hours access in SJH.</td>
</tr>
<tr>
<td>Access Barrier Triage: Door Actuators</td>
<td>Door actuators for ADA accessibility installed at CLSB, HRC (1st floor), Doernbecher, Mac Hall Café, Marquam Room (Mac 1116), Mac Hall 1st floor restroom Marquam Plaza (MP 240). Upgrade to actuator buttons in SJH.</td>
</tr>
<tr>
<td>CLSB Accessibility Features</td>
<td>Collaborated with Design &amp; Construction project managers, architects to enhance accessibility features to CLSB</td>
</tr>
<tr>
<td>Accessible Parking</td>
<td>Map of accessible parking for OHSU community and visitors completed and published online.</td>
</tr>
<tr>
<td>Marquam Plaza Restroom</td>
<td>Accessible, gender neutral restroom &amp; shower in Marquam Plaza completed.</td>
</tr>
<tr>
<td>Mac Hall Grip-Strip Repair</td>
<td>Installed new anti-slip safety strips for improved traction on ADA ramp.</td>
</tr>
<tr>
<td>Sam Jackson Hall Accessible Pathway</td>
<td>Collaborated on project to enhance safety and ADA accessibility of SJH and the accessible route between Physicians Pavilion and the main hospital.</td>
</tr>
<tr>
<td>CDRC Accessibility Improvement Project</td>
<td>Provided consultation for design and construction of accessible ramp, parking spaces and route, for ADA accessibility to CDRC and nearby facilities.</td>
</tr>
<tr>
<td>PAC Access Barrier Triage List Ranking Procedure</td>
<td>Created rubric for PAC access barrier triage list to guide and prioritize OHSU project recommendations and advocacy efforts.</td>
</tr>
<tr>
<td>Disability Etiquette Training Module</td>
<td>Developed disability etiquette training module with a panel of subject matter experts. Pilot training implemented in 2012. To date, nearly 1,500 OHSU employees have been trained across 31 departments/areas.</td>
</tr>
<tr>
<td>Accessible Design Standards</td>
<td>Developed Accessible Design Standards.</td>
</tr>
<tr>
<td>Physicians Pavilion and Sam Jackson Hall Drop-Off</td>
<td>Collaborated on project to relocate accessible patient drop-off/pick-up from the street level to SJH and Physician’s Pavilion main level.</td>
</tr>
<tr>
<td>Physicians Pavilion TriMet Lift Stop Location</td>
<td>Consulted with Facilities and other stakeholders to ensure accessibility to TriMet lift stop at Physicians Pavilion, including adding curb cuts.</td>
</tr>
<tr>
<td>Accessibility Directional Signage on Campus</td>
<td>Collaborated to ensure installation of signage for accessible routes to, between and within priority buildings throughout OHSU campus.</td>
</tr>
<tr>
<td>ADA Additions to Physical Maps</td>
<td>Included accessibility features in maps in order to meet patient and visitor needs in priority buildings.</td>
</tr>
<tr>
<td>Center for Health &amp; Healing Accessibility Features</td>
<td>Consulted with project managers to improve accessible automatic entrance features and external signage at CHH.</td>
</tr>
<tr>
<td>Facilities Request System</td>
<td>Developed a process for identifying and reporting access barriers in collaboration with the Facilities and Real Estate department.</td>
</tr>
<tr>
<td>BICC Barrier Removal</td>
<td>Corrected uneven surface &quot;lip&quot; at the BICC street level entrance.</td>
</tr>
</tbody>
</table>

### The Cost of Reasonable Accommodation – Fact vs. Myth

The U.S. Department of Labor reports that, despite popular belief, the cost of reasonable accommodation is typically low. Most employees with disabilities do not need workplace accommodations; for those who do, the average cost is less than $500.
1. Generally
The Physical Access Committee is charged with identifying barriers to access by individuals with disabilities at OHSU and to present findings and recommendations to OHSU's administration concerning access needs and priorities for meeting those needs.

2. Committee Composition and Appointment Authority
The Provost and Chief Diversity Officer shall appoint the following representatives to the committee:
   A. One or more students who experience a disability, or if there are no students with a disability willing to participate, a person who experiences a disability and uses OHSU's facilities;
   B. One or more members of the faculty or staff who experience a disability;
   C. The coordinator of Disability Services for OHSU;
   D. One or more administrators of OHSU including at least the Director or designee of Affirmative Action & Equal Opportunity (AAEO);
   E. One or more members of Facilities Management and Real Estate; and
   F. Such other persons from OHSU programs or units that the Provost and Chief Diversity Officer deem appropriate to secure a balance of representation on the committee so as to secure representation of diverse disciplines, units, and departments.

Committee members shall serve at the pleasure of the Provost and Chief Diversity Officer. The Provost and Chief Diversity Officer shall consult with the Directors of the Office for Student Access (OSA) and AAEO regarding appointments to this committee.

The Provost and Chief Diversity Officer shall identify appropriate administrative staff to support the Committee's activities.

3. Committee Responsibilities
The committee's primary responsibility is to identify barriers that interfere with the ability of individuals with disabilities to access OHSU. The committee shall present its findings and recommendations to the Provost and Chief Diversity Officer, identifying access needs and priorities for meeting those needs. Findings and recommendations shall identify the barriers to access that prevent individuals with disabilities from meaningfully using campus facilities related to instruction, academic support, assembly and residence.

4. Fiscal Responsibility
When preparing OHSU's budget request to the OHSU Board each year, the Provost and Chief Diversity Officer shall consult with the committee and review its findings and recommendations concerning barriers to access to allocate funds for improvements that will be applied to the substantial reduction and eventual elimination of barriers to access by individuals with disabilities at OHSU.

Background: ORS 353.210
Responsible Office: Affirmative Action & Equal Opportunity and the Office of Academic Affairs

OHSU’s Commitment to Diversity and Inclusion
To fully leverage the richness of our diversity at OHSU, we must create, maintain and promote a community of inclusion. Inclusion means we honor, respect, embrace and value the unique contributions and perspectives of all employees, patients, students, volunteers and our local and global communities.
OHSU DIVERSITY DEFINITION

At OHSU, we embrace the full spectrum of diversity, including age, color, culture, disability, ethnicity, gender identity or expression, marital status, national origin, race, religion, sex, sexual orientation, and socioeconomic status. We respect and support diversity of thought, ideas and more.

To fully leverage the richness of our diversity at OHSU, we must create, maintain and promote a community of inclusion. Inclusion means we honor, respect, embrace and value the unique contributions and perspectives of all employees, patients, students, volunteers and our local and global communities. It also includes removing barriers to individual success.

Diversity and inclusion maximize our true business potential, creativity, innovation, quality patient care, educational excellence and outstanding service. [OHSU Policy No. 03-05-03](#)

DIVERSITY ACTION PLAN 2013 GOALS

**Goal 1: Increase Recruitment**
Increase recruitment and representation of diverse students, residents, fellows, faculty and the workforce throughout OHSU.

**Goal 2: Strengthen Retention**
Strengthen retention of diverse students, residents, fellows, faculty and workforce.

**Goal 3: Improve the Climate of Inclusion**
Improve the climate of inclusion throughout OHSU to support and advance diversity.

**Goal 4: Build Community Partnerships**
Build and enhance community, academic and business partnerships to engage diverse communities in achieving OHSU missions.

**Goal 5: Benchmark for Excellence**
Develop and implement diversity and inclusion benchmarks to ensure responsibility and accountability.

OHSU DIVERSITY CLIMATE SURVEY

University-wide *Diversity Climate Surveys* provide critical insight into the experiences of students and employees by gathering quantitative and qualitative data on how diverse groups experience OHSU as a place to work and study. OHSU conducted its second campus-wide survey in 2014. More than 6,850 faculty, students and employees participated, providing input that will guide OHSU’s efforts to become an ever more welcoming and universally accessible organization.

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**Employee Resource Groups**
OHSU seeks to attract, retain, and develop the best talent available, which makes diversity and inclusion key organizational goals. To help foster an environment rich in diversity, OHSU supports the formation of Employee Resource Groups (ERGs).

ERG members are people from underrepresented backgrounds and their allies. ERGs provide opportunities for cultural awareness, career development, social support, networking and mentoring, as well as community participation and employee engagement.
FOCUS GROUP FINDINGS ON ACCESSIBILITY AT OHSU

In an effort to assess accessibility barriers at OHSU, and to develop a list of concerns and suggestions prioritized according to user experience, the PAC coordinated four focus groups in 2008. The results:

General Findings

• Frustration with accessibility recommendations not yet addressed.
• Some participants expressed a preference for facilities other than OHSU when given the choice, due to accessibility barriers.
• People with vision impairments and bariatric conditions requiring the use of large automated wheelchairs experienced difficulties due to what they perceived as little or no consideration of their needs.
• Concern about OHSU employees’ lack of skill and sensitivity when working with people with disabilities.

Specific Examples

• Poor signage and way-finding resources specific to persons with disabilities.
• Barriers for wheelchair users and/or large individuals: (a) restrooms, furniture arrangements, some exam rooms, exam table height; (b) elevators too small for multiple wheelchairs; (c) lack of accessible restrooms in high-traffic buildings; (d) heavy doors without automatic openers; (e) certain ramps too steep, long or narrow for comfortable wheelchair access; (f) accessibility barriers at CHH.
• Poor coordination between OHSU and the TriMet lift system.
• Lack of curb-cuts and their visual indicators.
• Lack of accessible parking spots and identifiers.
• Lack of assistive equipment such as assistive listening devices, Braille, assistive software.
• Delays in facility improvements to address bunching of carpets, tread on ramps, uneven sidewalks.
• Lack of communication about rights and resources for people with disabilities.
• Lack of visual indicators on stair edges.
• Extra equipment often stored in hallways or entryways, making navigation difficult.

OHSU’s Response

• Launched a long-term project to provide Disability Awareness Trainings for all OHSU staff.
• CDRC accessibility improvement project addressed access barriers to CDRC and nearby facilities.
• Sam Jackson Hall Turnaround Improvement Project enhanced universal accessibility and safety.
• Physician’s Pavilion and Sam Jackson Hall Drop-Off Project relocated accessible patient drop-off/pick-up area from street level to the main level.
• Hospital Entrance Accessibility Upgrade project added accessibility features to the main hospital entrance.
• Added accessibility features to campus maps; published online an accessible parking map.
• Physicians Pavilion TriMet Lift Stop Location project addressed specific focus group findings, improving accessibility, adding curb cuts.
• Enhanced accessibility features to the Collaborative Life Sciences Building.
• Annual Night for Networking event launched, connecting job recruiters with job-seekers with disabilities.
• Collaboration between the PAC and Design & Construction project managers to ensure inclusion of accessibility features in new construction, e.g. CLSB, CHH South and Knight Cancer Research Institute.
• Multiple projects to make campus-wide improvements to signage and other way-finding features.
CLOSING

"Be a great organization, diverse in people and ideas" is the first goal of OHSU’s Vision 2020 Strategic Plan. OHSU prides itself on being an organization that values diversity and inclusion in every aspect of its campus. Students, employees, patients and visitors should have universal access to OHSU’s campus and services as an important piece of OHSU’s business and inclusion model. As the number of persons with disabilities continues to grow, the importance of striving to understand how OHSU can better accommodate and serve this population becomes increasingly vital.

Since its inception in 2006, the Physical Access Committee has increased the number of initiatives and accomplishments working toward this goal each year, as well as discovering users with disabilities’ perspectives regarding accessibility on campus through focus group findings. Through outreach events like Night for Networking, and positions like the Disability Awareness Trainer, the Physical Access Committee has improved OHSU’s outreach and increased awareness about disability. Each initiative, project and outreach effort by the Physical Access Committee is done to ensure that OHSU is striving to be an inclusive and accessible environment for all, and one that continues to embrace and increase diversity.

REFERENCES


ii World Health Organization Factsheet No 352, December 2015
http://www.who.int/mediacentre/factsheets/fs352/en/

iii U.S. Census Bureau Report: Nearly 1 in 5 People Have a Disability in the U.S., July 25, 2012
https://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-134.html

iv National Center for Education Statistics
https://nces.ed.gov/fastfacts/display.asp?id=60

v Trust for America’s Health: The State of Obesity in Oregon
http://stateofobesity.org/states/or/

vi U.S. Department of Labor, Bureau of Labor Statistics

Affirmative Action
As a federal contractor, OHSU strives to meet or exceed federal affirmative action regulations, with its 7.0 percent placement goal for employment of people with disabilities.
RESOURCES ● OHSU

Academic and Student Affairs | www.ohsu.edu/student-services | 503-494-7878
Affirmative Action and Equal Opportunity (AAEO) | www.ohsu.edu/aaeo | 503-494-5148
Center for Diversity and Inclusion | www.ohsu.edu/diversity | 503-494-5657
Disability Awareness Training, AAEO | Contact Ian Jaquiss | jaquiss@ohsu.edu | 971-277-0124
Employee Resource Groups | https://o2.ohsu.edu/diversity-and-inclusion/employee-resource-groups.cfm
Global Health Center | www.ohsu.edu/globalhealth | 503-494-0387
Human Resources | www.ohsu.edu/hr | 503-494-8060
Student Access | www.ohsu.edu/xd/education/student-services/education-diversity/student-access | 503-494-0082
Transportation & Parking | www.ohsu.edu/xd/about/services/transportation-and-parking | 503-494-8283
Language Services | www.ohsu.edu/xd/health/for-patients-visitors/patient-services/interpreter-services.cfm | 503-494-2800
Office of International Affairs | www.ohsu.edu/oia | 503-418-0825
Report access barriers | Email pac@ohsu.edu | Call AAEO 503-494-5148

RESOURCES ● EXTERNAL

Americans with Disabilities Act (ADA) | www.ada.gov
City of Portland Office of Equity and Human Rights | www.portlandoregon.gov/oehr | 503-823-4433
Disability Rights Oregon | www.droregon.org | 503-243-2081
Incight | www.incight.org | 971-244-0305
Job Accommodation Network (JAN) | http://askjan.org | 800-526-7234 (voice) 877-781-9403 (TTY)
Multnomah County Aging and Disability Services | https://web.multco.us/ads | 503-988-3646
Northwest ADA Center | http://nwadacenter.org | 425-248-8913 (voice/TTY) 800-949-4232 (toll free)
Office of Vocational Rehabilitation Services | http://www.oregon.gov/dhs/employment/VR | 503-945-5880
Oregon Disability Sports | http://www.oregondisabilitysports.net | 503-241-0850
United Cerebral Palsy of Oregon & SW Washington | http://www.ucpaorwa.org | 503-777-4166