

Career Guide for Students with Disabilities

ABOUT THIS GUIDE

This guide contains advice and resources that will assist students with disabilities at each step along their career journey—from selecting a career, to gaining experience while in college, to the job search, to resources to address your disability once you obtain a job. They are not a complete listing of resources, but a starting point. Disability Support Services and the Career Center have prepared these suggestions for resources as a supplement to the Career Center's Career Planning Guidebook. The Career Planning Guidebook is available on the Career Center's Web site at www.uncp.edu/cs. You are encouraged to review the information in that guidebook as well.

The guide is organized to address each stage of your career path. The initial section includes overall resources that address both career selection and job search. It is suggested that you initially look through the entire guide. Then check resources relevant to your current needs, and refer back to the guide as needed.

The Career Center has many resources, not specific to disability, which you should take advantage of as well. Individual career consulting through the Career Center is also available.

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OVERALL RESOURCES

The following books and Web sites are comprehensive resources, which address various stages of the career process for individuals with disabilities from career selection, to the job search.

Vieillet, Paula Reuben. **Disabilities/Different Abilities: A New Perspective for Job Hunters.** St. Petersburg, FL: Employment Options, 2003.

This manual challenges you to focus on your strengths, to understand, accept, and accommodate your weaknesses, and to learn techniques to make the job search and hiring process a little easier and more fruitful. You should proceed through the workbook, notebook in hand to record your responses to various exercises. You may wish to consult with the Career Center for interpretation and clarification of the exercises.

Available in the Career Library.

Witt, Melanie A. **Job Strategies for People with Disabilities.** Princeton, NJ: Peterson's Guides, 1992.

In the collections of the Sampson-Livermore Library

Available in Disability Support Services

Kissane, Sharon F. Mrotek. **Career Success for People with Physical Disabilities.** Lincolnwood, Ill: VGM Career Horizons, 1997.

In the collections of the Sampson-Livermore Library in print and as an eBook

Dolber, Roslyn. **College and Career Success for Students with Learning Disabilities.** Chicago: VGM Career Horizons, 1996

Topics include career selection, career exploration, networking, cover letters and resumes, and disclosing a learning disability.

Available in the Career Library

Forster, Wayne. **Six Steps to Employment for People with Disabilities.** Cambridge Educational.

The six steps are: setting your career goals, assessing your strengths, preparing your resume, searching for opportunities, selling yourself during the interview, and following up after your interview.

Available in the Career Library

Brown, Dale. **Learning a Living: Guide to Planning Your Career - Finding a Job for People with LD.** Bethesda, MD: Woodbine House, 2000.

Available for purchase from ADHD Bookstore

<http://www.addresources.org/bookstore.php#adults>

or through Interlibrary Loan.

Backstrom, Gayle. **I'd Rather Be Working: A Step-by-Step Guide to Financial Self-Support for People with Chronic Illness.** New York: American Management Association, 2002.

Addresses information like attitude and quality of life. Includes information on assessing your medical team, limitations and social life. There is information on defining your personal goals and government resources for helping you find employment.
Available in the Career Library

Career Preparation Resources for Students with Disabilities

This Web site covers multiple topics to help students with disabilities prepare for careers, including major selection, résumé development, and interviewing tips.

<http://www.washington.edu/doit/Careers/students.html>

Epilepsy Foundation's Job Preparation Guide

This guide is a comprehensive workbook to help individuals with epilepsy:

- Decide what type of employment you're looking for
- Identify the resources at your disposal
- Organize yourself for the job hunt
- Write a resume or fill out a job application
- Perform well in an interview
- Decide when (and if) to disclose your epilepsy
- Follow up effectively after meeting with a potential employer

<http://www.epilepsyfoundation.org/programs/jobguide.cfm>

eSight Career Network

A global, cross-disability, cross-generational online community addressing disability employment

<http://www.esightcareers.net/0>.

Gerber, Paul Jay and Dale S Brown. **Learning Disabilities and Employment.** Austin, Tex.: PRO-ED, 1997.

Available through Interlibrary Loan. See Sampson-Livermore Library for assistance.

CAREERS & the DISABLED

Career-guidance and recruitment magazine for people with disabilities who are at undergraduate, graduate, or professional levels. Each issue features a special Braille section.

Selected issues available in Disability Support Services.

To subscribe, go to: <http://www.eop.com/cd.html>

CAREER/MAJOR SELECTION

The following are suggestions for how individuals with disabilities should approach selecting a career that suits them, taking disability-related factors into account.

The first step should be to identify careers that meet your interests, abilities, and values, and to explore job market trends. If you start by trying to identify careers that you think fit your disability-related limitations you will likely limit yourself to stereotypical careers, and may miss some options that would suit you well. By focusing first on careers that fit your interests and abilities, you will avoid this common mistake. There are many resources in the Career Center that are available to all students to help you identify potential careers, including the online DISCOVER program and the Career Ltoff Interest Inventory.

Once you have identified potential careers, the next step is to look at the specific job requirements in light of the limitations of your disability. Keep in mind that the Americans with Disabilities Act says that you cannot be discriminated against if you are “otherwise qualified” That is to say, if you can do the “essential functions” of the job with or without “reasonable accommodations.”

If you find that your disability interferes with the manner in which most employees accomplish the essential functions, the next step is to identify possible accommodations that would allow you to perform those functions. See the **Job Accommodations** section of this guide for further information.

If reasonable accommodations cannot be identified, you should explore related careers that match the same interest and abilities.

The following resources will help you in determining the essential functions and physical demands of the jobs and/or career fields you are considering.

Note: It is recommended that you look up more than one source.

O*NET

The O*NET database includes information on skills, abilities, knowledge, work activities, and interests associated with occupations.

<http://online.onetcenter.org/>

America’s Career Infonet

Allows a search for “What It Takes” for specific occupations.

<http://www.acinet.org/acinet/>

DISCOVER

DISCOVER is a Web-based career guidance system offered in the Career Center. It can be used to explore your interests, abilities, and work values, and generate a list of occupations that could be good options for you to consider. You can also use the system to research a variety of topics related to specific careers including information on physical demands.

Review job descriptions

Some employers have rewritten job descriptions in light of the ADA, and will have clear statements as to what are the essential functions. Visit the Career Center for ideas on how to find job descriptions.

Informational Interviewing

Informational interviewing is an opportunity for you to talk with someone working in a field you are considering. It is important for anyone making a career selection to have a “real world” perspective, but particularly for students with disabilities who may have specific areas of concern. The Career Center has information about how to approach an informational interview and what questions to ask. Make an appointment with a Career Consultant in the Career Center to discuss your specific search. In addition to learning about the types of questions that would be asked by anyone exploring a potential career, you can use this opportunity to find out about the job requirements, typical employment environment, and any specific concerns you have related to your disability. Individuals working in your field of interest can be located with the assistance of UNCP faculty and staff, through the Office of Alumni Relations, through family acquaintances, or through the local phone book.

The following are special interest resources that help with career selection factors related to specific disabilities and/or career areas:

The American Foundation for the Blind's CareerConnect

A free service that provides information about job experience and technology available to people who are blind or visually impaired. Provides a database of information based on interviews with 2,000 blind or visually impaired people about their jobs and the technology they use. If you are blind or visually impaired you can:

- Speak directly with someone in your profession or in the field you are preparing to enter
- Find a successfully employed blind or visually impaired person who is willing to discuss your career plans and serve as a mentor as you think about your future
- Talk with someone who is using the assistive technology you are interested in purchasing or who can answer technical questions about the product

<http://www.afb.org/careerconnect/>

Access to Design Professionals

This project seeks to find ways that people with disabilities can enter and sustain themselves in the professions of architecture, industrial design, interior design, and landscape architecture. Resources include an online book profiling designers with disabilities, and an e-mentoring network.

<http://www.adaptenv.org/accessdesign>

Putting Creativity to Work: Careers in the Arts for People with Disabilities

<http://www.ssa.gov/work/ResourcesToolkit/creativity.html>

Stearner, S. Phyllis. **Able scientists—disabled persons: biological sketches illustrating careers in the sciences for able disabled students.** Oakbrook, Ill.: J. Racila Associates, 1984.

Available through Interlibrary Loan. See Sampson-Livermore Library for assistance.

Career Scientists who are Disabled

Information about career stories of scientists with disabilities. You can read about what their job duties entail and what accommodations they have used in order to be able to perform their work.

<http://www.as.wvu.edu/~scidis/organize/fsdrole.html>

National Center on Disability and Journalism

<http://www.ncdj.org/index.php>

Employment Restrictions for People with Epilepsy

Information from the Epilepsy Foundation about specific jobs in which the perceived risk to public safety is so high that the federal government has established rules limiting who can perform these jobs.

<http://www.epilepsyfoundation.org/answerplace/Legal/employment/Jobtypes/>

Scheib, Michele. **Preparing for an International Career: Pathways for People with Disabilities**. Mobility International USA, 2005

Highlights different types of international occupations, job prospects, tips to prepare for an international career, insights from role models and emerging leaders with disabilities in these fields, and the international exchange and fellowship programs they participated in to get them where they are today.

Available for loan from Disability Support Services or for download

<http://www.miusa.org/publications/freeresources/International%20Career%20final%20draft.pdf>

PREPARING FOR YOUR CAREER

Students with disabilities are encouraged to pursue activities that can prepare you for your career. Your post-college job search will be more effective if you begin thinking about résumé development early. Giving yourself every advantage possible is important, to “level the playing field.” Some activities to include are Student Government, clubs and organizations, volunteer activities, work-study jobs, and study abroad.

Participation in the Leadership and Service Opportunities Program, through the Center for Leadership and Service, is a great addition to any résumé or graduate school portfolio. Involvement in the program provides a Leadership Transcript, detailing a student’s participation in educational programs and community service projects.

For more information on LSOP, visit the Center for Leadership and Service in Room 220 of the University Center.

<http://www.uncp.edu/activities/lso/>

ROLE MODELS

This is also the time to begin learning from the life experience of successful people with disabilities. The following resources will provide you with role models:

Orfalea, Paul and Ann Marsh. **Copy This!: Lessons from a Hyperactive Dyslexic who turned a bright idea into one of America's Best Companies.** New York, N.Y.: Workman Pub., 2005.

The founder of Kinko's, Inc. recounts the ways he leveraged his dyslexia and ADHD as advantages in the business world.

Available through Interlibrary Loan. See Sampson-Livermore Library for assistance.

Stephenson, Sean C. **How Youth Can Succeed!** LaGrange, IL: SCS Publishing, 2001. A young adult with a severe physical disability shares his story and advice. This book also contains the stories of several other individuals with disabilities. Available for loan from Disability Support Services.

“Overcoming Dyslexia”

FORTUNE magazine examines business leaders and artists who have gone beyond the limitations of dyslexia. Article discusses how a distinctly different way of processing information may be turned into an advantage in employment.

http://money.cnn.com/magazines/fortune/fortune_archive/2002/05/13/322876/index.htm

Maheady, Donna Carol, ARNP, EdD. **Leave No Nurse Behind: Nurses Working with disAbilities.** New York: iUniverse, Inc, 2006.

Eleven nurses with a variety of disabilities tell their personal stories. This book serves as both an inspiration and as a practical guide for students with disabilities pursuing careers in nursing.

http://www.iuniverse.com/bookstore/book_detail.asp?isbn=0595396496

Latham, et. Al. **Tales from the Workplace** 1997

A book of stories illustrating how to succeed in the workplace with ADD or LD

Available for purchase from the Learning Disability Association on-line bookstore

<http://www.lidaamerica.us/>

INTERNSHIPS

Internship experiences are especially valuable for students with disabilities. Internships give you the opportunity to explore potential careers, and to reassure yourself that you can function effectively in those careers. Listing an internship or summer job on your résumé can be a powerful vehicle to convince a potential employer that you can perform the job, overcoming fears of the disability. An employer also may be more willing to “take a risk” on a person with a disability in an internship position with a limited commitment. Some students with disabilities have no work experience, because the disability prevents work in the traditional entry-level jobs. If this is your situation, an internship position prior to completion of the degree is particularly important. Statistics show that students with prior internship experience are more likely to secure permanent positions.

Here are some internship opportunities specifically for students with disabilities:

Entry Point!

A program of The American Association for the Advancement of Science Offers outstanding opportunities for undergrads or graduates with disabilities in Science, Engineering, Mathematics, Computer Science, and some fields of Business. Some of their summer internship sites include NASA and large corporations such as IBM, JPMorgan Chase, and Texas Instruments. Entry Point! internships are particularly valuable because of the availability of mentoring and assistive technology, facilitating the entry and advancement of individuals with significant disabilities into competitive employment and research at all levels.

<http://www.entrypoint.org/>

The Workforce Recruitment Program for College Students with Disabilities

This program has placed over 200 students and recent graduates as interns, temporary workers, or in permanent positions with U.S. government agencies and private sector businesses. Students only need to interview once and those results along with their qualifications will be sent to hundreds of employers nationwide. A recruiter comes to participating college campuses yearly to interview interested students, typically in January or February.

See the Career Center for more information

Student Affairs Internships For Students with Disabilities

The National Association of Student Personnel Administrators (NASPA) has an undergraduate fellows program for students interested in the field of Student Affairs--e.g. Housing, Financial Aid, Greek Life, Multicultural Affairs, Admissions, Organizations & Activities, etc. The Minority Undergraduate Fellows Program (MUFP) is designed to increase the number of persons of ethnic-minority and/or persons with disabilities in student affairs and higher education.

<http://www.naspa.org/programs/mufp/index.cfm>

Internships in International Exchange

National Clearinghouse on Disability and Exchange (NCDE) facilitates the participation of people with disabilities in internships with international exchange organizations in the United States and abroad by linking potential interns with organizations seeking interns.

For more information, contact:

The National Clearinghouse on Disability and Exchange

P.O. Box 10767

Eugene, OR 97440

Tel/TTY: (541) 343-1284

Fax: (541) 343-6812

E-mail: clearinghouse@miusa.org

Web: www.miusa.org/ncde

Emerging Leaders

This program offers students with disabilities the opportunity to explore career interests while exercising and testing aspects of leadership. Participating corporations agree to offer a minimum of six weeks paid employment and to include the following enrichment activities:\

- Leadership training and development
- Career exploration
- Exposure to senior leaders in the public and private section
- Service learning opportunities with leading Nonprofit Organizations and/or the Government.

www.emerging-leaders.com

American Association of People with Disabilities

AAPD sponsors several internship programs, including a congressional internship program for undergraduate students with disabilities, and a summer internship program designed specifically for college and university students with disabilities interested in careers in information technology.

<http://www.aapd.com/>

The Washington Center

The Washington Center for Internships and Academic Seminars provides selected students challenging opportunities to work and learn in Washington, D.C. for academic credit. Their programs include a public service scholarship program for students with disabilities

<http://www.twc.edu/>

UNDERSTANDING THE AMERICANS WITH DISABILITIES ACT

Be aware of your rights under Americans with Disabilities Act (ADA):

- The ADA requires that an employer provide reasonable accommodations that will allow a qualified applicant or employee with a disability to perform the essential functions of the position. A qualified applicant or employee with a disability is a person who, with or without reasonable accommodations, can perform the essential functions of the job in question.
- Note that if you cannot identify reasonable accommodations to enable you to perform the essential functions of the position, employers **DO NOT** have to hire you.
- Employers are not required to make an accommodation if it causes undue hardship. An undue hardship is an action that requires significant difficulty or expense in relation to the size of the employer, the resources available, and nature of the operation.
- Inquiries about a disability and medical conditions may not be made prior to a job offer.

For more detailed information on the ADA, check the following resources:

ADA Technical Assistance Centers

<http://www.adata.org/>

U.S. Department of Justice

Contains ADA press releases, consent decrees, technical assistance materials, and regulations

<http://www.usdoj.gov/crt/ada/adahom1.htm>

U.S. Equal Employment Opportunity Commission

<http://www.eeoc.gov/types/ada.html>

DEALING WITH DISABILITIES DURING A JOB SEARCH

Ryan, Dr. Daniel J. **Job Search Handbook for People with Disabilities**. Indianapolis, IN: JIST Publishing, 2000.

Topics include preparing for your jobs search; assessing your skills, abilities, and goals; marketing yourself to potential employers; creating your résumé; writing a great cover letter; applying and interviewing for jobs; negotiating salary; asking for job accommodations; and succeeding at work.

Available in the Career Library and in Disability Support Services

Allen, Jeffrey G. J.D., C.P.C. **Successful Job Search Strategies for the Disabled: Understanding the ADA**. New York: John Wiley & Sons, Inc., 1994.

Written by an employment attorney, this resource covers the ADA, finding job leads, disclosure of disability, interviewing strategies, and reasonable accommodations.

Available in the Career Library and Sampson-Livermore Library

Bolles, Richard Nelson and Dale Susan Brown. **Job-Hunting for the So-Called Handicapped**. Berkeley: Ten Speed Press, 2001.

This book encourages job seekers with disabilities to take a proactive role in finding the job of their dreams, by using the creative job-hunting techniques detailed by Bolles in his "What Color is Your Parachute" series. The technique encourages people with disabilities to do a lot of work before the actual job search even begins.

Available in the Career Library

Job Search Tips for People With Disabilities

<http://www.disabledperson.com/RecruitABILITY/jstips.htm>

Ways to Show Potential Employers You Have What It Takes

Specific, practical advice on how to address your abilities and disabilities in an interview

<http://interview.monster.com/archives/attheinterview/>

“Career Connections”

Tips for people with visual impairments on “the uniform”. How to ensure that you present a good physical appearance during a job interview.

<http://www.acb.org/magazine/1998/bf1298.html#bf10>

Barrier Free Interviews and Competitions

This booklet provides the adult with learning disabilities with useful information on the types of appropriate accommodations available during the interview and the competition process; identifies workplace barriers; determines appropriate accommodations for those seeking employment; and explores the advantages and disadvantages of disclosing one's learning disability during or prior to the interview.

http://www.ldac-taac.ca/InDepth/employment_interviewsToc-e.asp

HOW AND WHEN TO DISCLOSE A DISABILITY

There is no one right answer to the question of how and when to disclose a disability during a job search process. Opinions vary, and the best approach may depend on whether your disability is obvious, the type of job you are applying for, your comfort level in discussing your disability, and your personal preference. The following articles and handouts can help you determine what is right for you. If you decide to disclose at a point after references are read, you should make sure the persons providing your letters of reference are instructed not to mention your disability. If your signature makes it apparent that you have a disability, consider using a name stamp, unless you choose to disclose at the point of application.

“Disclosure Options”

Table listing advantages, disadvantages, and issues related to disclosing a disability at various points in the job search process.

Available upon request from Disability Support Services or the Career Center

“To Disclose or Not to Disclose”

Handout discussing the issue of disclosure at more length.

Available upon request from Disability Support Services or the Career Center

“Disclosure Process”

This is a worksheet that helps you work through issues related to how you will disclose your disability, resulting in a script of what you might say in a job interview.

Available upon request from Disability Support Services or the Career Center

“To Tell or Not to Tell: Self-identification, Self-advocacy, and Civil Rights in Employment and Postsecondary Education”

Article on the Learning Disability Association Website at:

<http://www.lidaamerica.us/aboutld/adults/workplace/tell.asp>

JOB ACCOMMODATIONS

Job Accommodation Network

JAN is an international toll free consulting service that provides information about job accommodations and the employment of people with disabilities. The web site provides links to over 180 other sources for people with disabilities who are seeking employment. If you need help in identifying accommodations that would enable you to perform a particular job, JAN is an excellent resource.

1-800-526-7234 or 1-800-ADA-WORK

<http://janweb.icdi.wvu.edu/>

ADA Technical Assistance Program

Resource center for information, materials, technical assistance, and referrals to additional resources on the ADA. Call 800-949-4232 (V/TTY) to talk to your regional Disability and Business Technical Assistance Center (DBTAC).

<http://www.adata.org/>

“The Win-Win Approach to Reasonable Accommodations”

This brochure will teach you how to ask for accommodations on a job. It covers what the Americans with Disabilities Act (ADA) says about accommodations, how to identify accommodations which may enable you to do a particular job, and how to discuss your needs for accommodation with an employer.

Available upon request from Disability Support Services or the Career Center.

Abledata

A searchable database of adaptive equipment, providing descriptions of various types of adaptive equipment available on the market, costs, and manufacturer contact information.

<http://www.abledata.com>

RESNA Technical Assistance Project

Rehabilitation Engineering And Assistive Technology Society Of North America.

Includes links to assistive technology projects in each state.

<http://www.resna.org/taproject/>

Careers On-Line

Hosted by the Disability Services office at the University of Minnesota, this site has a Job Accommodation Handbook, including student and employer case examples.

<http://www.career.vt.edu/Disabilities/onlineresources.htm>

LD OnLine's Tech Guide

A listing of hardware and software products for people with learning disabilities, what it does and where to get it.

http://www.ldonline.org/ld_indepth/technology/techguide.html

JobAccess Reasonable/Creative Accommodations

Examples listing situations in which an accommodation was needed, and cost-effective accommodations

http://www.jobaccess.org/ada_tips-acc.htm

Gourgey, Karen, Mark Leeds, Tom McNulty, and Dawn M. Suvino. **A Practical Guide to Accommodating People with Visual Impairments in the Workplace.** New York: Computer Center for Visually Impaired People, 2002.

Targeted to employers, but may provide useful information to prepare for an accommodation request to an employer.

Available from the Computer Center for Visually Impaired People. Available in print, on disk (MS Word) and text format. To order, call (800) 490-6609.

http://www.baruch.cuny.edu/ccvip/practical_guide.html

Print version available through Interlibrary Loan. See Sampson-Livermore Library for assistance.

JOB BANKS

National Business & Disability Council résumé database

Free service for job seekers with a disability who are college graduates or soon to be college graduates.

http://www.business-disability.com/Job_Seekers/job_seekers.asp

DEAFTEK[®].USA

A Website focused on employment opportunities for deaf people.

<http://www.deaftek.org/>

Equal Opportunity Publications résumé database

Site run by the publishers of CAREERS & the disABLED Magazine. Provides an opportunity to have your résumé sent free to major corporations and government agencies.

<http://www.eop.com/resume-post.html>

Job Links

From the U.S. Department of Labor, Office of Disability Employment Policy
Employers listed on Job Links have indicated interest in recruiting and hiring qualified individuals with disabilities for open positions within their company or organization. Most employers are individual companies, but some may be recruiting, staffing or temporary placement firms that serve a number of companies.

<http://www.dol.gov/odep/joblinks/joblinks.htm>

JobAccess

A job-posting site to enable people with disabilities to enhance their professional lives by providing a dedicated system for finding employment.

<http://www.jobaccess.org/jobs.htm>

The Able Trust

Also known as the Florida Governor's Alliance for the Employment of Citizens with Disabilities, this job and résumé bank allows employers to post job openings and individuals with disabilities to post résumés.

<http://www.abletrust.org/>

Bender Consulting Services

Persons with disabilities seeking careers in technology, engineering, finance/accounting, and general business areas can search for current opportunities and submit resume online.

<http://www.benderconsult.com/opp/index.html>

Federal Employment of People with Disabilities

Provides a variety of information for people with disabilities interested in federal employment, including information on the Selective Placement Program.

<http://www.opm.gov/disability/>

RELOCATION RESOURCES

When considering a job possibility that will require relocation, you may want to explore disability-related services in the area. The following resources will be useful:

Directory of Independent Living Centers

Independent Living Centers are typically non-residential, private, non-profit, consumer-controlled, community-based organizations providing services and advocacy by and for persons with all types of disabilities. Their goal is to assist individuals with disabilities to achieve their maximum potential within their families and communities

<http://www.virtualcil.net/cils/>

Accessible Traveler's Database

Although publicized for travelers with disabilities to explore ground transportation, this will allow you to explore accessible public transportation resources in cities you are considering for relocation.

www.projectaction.org/travelers

Vocational Rehabilitation

Vocational Rehabilitation offices are usually aware of local disability-related resources. They will likely be willing to serve as an information source to a VR client from another state considering a move to their area. Search for VR programs in each state:

<http://www.jan.wvu.edu/sbses/vocrehab.htm>

SUCCESS ON THE JOB

“Working While Disabled: How We Can Help”

Brochure from the Social Security Administration explaining Social Security and SSI work incentives.

<http://www.ssa.gov/pubs/10095.html>

Equal Employment Opportunity Commission

If you feel that you have been discriminated against in employment because of your disability, you may discuss the specifics of your situation or file a complaint with the EEOC.

Phone (800) 669-4000

<http://www.eeoc.gov/>

National Center of Disability and Journalism’s Mentorship Program

The goal of the program is to provide examples, advice and encouragement for journalism students and new journalists with disabilities in meeting the challenges of the working world.

<http://ncdj.org/mentorship.html>

Hartmann, Thom. **Focus your energy: Hunting for success in business with attention deficit disorder.** NY: Pocket Books, 1994.

Available through Interlibrary Loan. See Sampson-Livermore Library for assistance.

Weiss, Lynn. **ADD on the job: Making your ADD work for you.** Dallas: Taylor Publishing, 1996.

Available through Interlibrary Loan. See Sampson-Livermore Library for assistance.