

LOOKING BEYOND THE DISABILITY

A BRIEF RESOURCE GUIDE FOR EMPLOYERS AND EMPLOYEES



EMPLOYEE RESOURCES

Abound Health | <https://www.aboundhealth.com/>

Provides services to individuals with intellectual and developmental disabilities.

Autism Society of North Carolina | <https://www.autismsociety-nc.org/>

Offers support and promotes opportunities for individuals with autism spectrum disorder and their families.

Daymark Recovery Services | <https://www.daymarkrecovery.org/locations/fbc-union>

Addresses both mental health and substance use concerns for adults through counseling, therapy groups, medication management, and comprehensive aftercare planning.

Disability Rights & Resources | disability-rights.org

Works to create a fully inclusive community where all people, with and without disabilities, may pursue their own goals and choices for living and working together.

Disability Rights North Carolina | disabilityrightsnc.org

Handles, at no cost, cases involving discrimination, abuse, and other rights violations.

Division of Employment and Independence for People with Disabilities | ncdhhs.gov/eipd

Helps people overcome disability-related barriers and achieve their goals for competitive employment and more independent living in their community.

Division of Services for the Blind | ncdhhs.gov/dsb

Provides services to people who are visually impaired, blind and deaf-blind to help them reach their goals of independence and employment.

Division of Services for the Deaf and Hard of Hearing | ncdhhs.gov/dsdhh

Works to ensure that all Deaf, Hard of Hearing, or Deaf and Blind North Carolinians have the ability to communicate their needs and to receive information easily and effectively.

NCDHHS Disability Services | ncdhhs.gov/assistance/disability-services

Helps people who have disabilities find employment, find care providers and gain access to technology.

EasterSeals Port Health | <https://eastersealsport.com/community-living-supports/>

Offers services for individuals with intellectual and developmental disabilities, mental health needs, and substance use disorders.

First in Families of North Carolina | <https://fifnc.org/>

Provides resources, direct assistance, and connections to opportunities for individuals with IDD.

InReach | inreachnc.org

Helps individuals through numerous vocational, residential, and employment services.

Monarch | <https://monarchnc.org/>

Supports individuals with mental illness, substance use disorders, intellectual and developmental disabilities, and traumatic brain injuries.

NAMI North Carolina | <https://naminc.org/>

Provides mental health support, education, and advocacy for individuals affected by mental illness.

NC ABLE | <https://savewithable.com/nc/home.html>

Offers tax-advantaged savings accounts for individuals with disabilities.

NCWorks | ncworks.gov

Offers free, online resources and a network of career centers that helps job seekers find work.

North Carolina Council for the Deaf and Hard of Hearing | ncdhhs.gov/divisions/dsdhh/councils-commissions

Advises on services provided to deaf and hard of hearing individuals and their families.

North Carolina Down Syndrome Alliance | <https://www.ncdsalliance.org/>

Empowers, connects, and supports individuals with Down syndrome, their families, and the community.

North Carolina Statewide Independent Living Council | nc-silc.org

Helps advance Independent Living options among the disability community in North Carolina.

North Carolina State Rehabilitation Council | ncdhhs.gov/divisions/eipd/councils

Works to increase opportunities for competitive integrated employment and community inclusion for North Carolinians with disabilities.

National Council on Independent Living | ncil.org

Advocates for the human and civil rights of people with disabilities.

Partners | <https://www.partnersbhm.org/>

Manages behavioral health services for individuals with mental health needs, substance use disorders, and intellectual or developmental disabilities across multiple counties in North Carolina.

The Arc of North Carolina | arcnc.org

Provides services for children and adults who were denied educational opportunities and work programs.

The Brain Injury Association of North Carolina | <https://www.bianc.net/>

Offers help, hope, and a voice for people with brain injury and their families.

Union County DSS | <https://www.unioncountync.gov/government/departments-r-z/social-services>

Offers services for individuals with intellectual and developmental disabilities (IDD), including Adult Protective Services, adult day care and health programs, and in-home aide services to support independence and well-being.

Union Diversified Industries | www.uniondiversifiedindustries.org

Provides habilitation services, enrichment services and vocational training/work experience opportunities.

EMPLOYER RESOURCES

ADA National Network | adata.org

Offers information, guidance, and training on how to implement the Americans with Disabilities Act (ADA).

Communication Services for the Deaf and Hard of Hearing | csdhh.org

Provides sign language interpreting and real-time captioning services.

Disability:IN North Carolina | di-nc.org

Works to expand opportunities for people with disabilities across enterprises.

Employer Assistance and Resource Network on Disability | askearn.org

Offers information/resources to help employers recruit, hire, retain, and advance people with disabilities.

Job Accommodation Network | askjan.org

Gives insights, ideas, and best practices for accommodating employees with health conditions/disabilities.

National Organization on Disability | <https://nod.org/>

Supplies Disability Inclusion Blueprint, a free and confidential tool that offers a roadmap to advance disability inclusion across the employee lifecycle, from recruitment to retention.

UNDERSTOOD | <https://www.understood.org/>

Provides workplace support and accommodations.

Work Together NC | <https://worktogethernc.com/>

Helps with a no-cost training and recognition program for employers interested in transforming their workforce through hiring people with intellectual and developmental disabilities (IDD).

Work Without Limits | workwithoutlimits.org

Offers programs and services to assist employers that actively recruit people with disabilities as employees and in their supply chains.