



## How You Can Be a Part of Hadley's Continuing Legacy

Donors who have made a provision for Hadley in their estate plan are eligible to join The Clarence Boyd Jones Society. This may be done by:

- **Including Hadley in your will or trust**

Suggested wording to share with your attorney:

I give \_\_\_\_% or \$\_\_\_\_\_ to Hadley Institute for the Blind and Visually Impaired, an Illinois non-profit corporation located at 700 Elm Street, Winnetka, IL 60093, EIN #36-2183809.

- **Designating Hadley as a beneficiary**

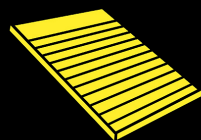
- You can use an IRA, life insurance policy, annuity or any other instrument that allows you to designate a beneficiary.
- Simply request and fill out a "change of beneficiary" form from the appropriate provider.
- You could name Hadley a full, partial or contingent beneficiary with the designated amount being tax-free.

- **Discuss additional options with your financial advisor or attorney.**

Please let us know if you plan to leave a legacy gift for Hadley so we can thank you and welcome you to The Clarence Boyd Jones Society.

**TO LEARN MORE ABOUT PLANNED GIVING STRATEGIES, please contact Brooke Voss, Chief Development Officer, at 847.784.2774 or email [Brooke@hadleyhelps.org](mailto:Brooke@hadleyhelps.org).**

**Hadley Hint**



**Yellow paper = less glare.**



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Promoting the growth and strength of Hadley's planned philanthropy program, these financial and legal professionals lend their time and expertise working with staff and donors through their advisors.

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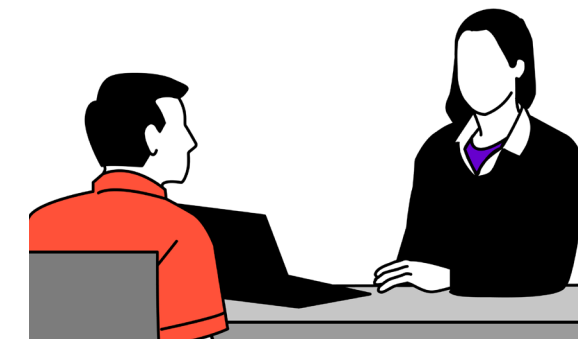
# foresight

SPRING 2023

ACHIEVE YOUR GOALS THROUGH PHILANTHROPIC PLANNING

## Hadley Helps Build Confidence for the Workforce

At the beginning of the COVID-19 pandemic, vocational rehabilitation specialists Kevin Higgins and Todd Icard started connecting virtually with the people they serve. Hadley workshops quickly became a regular part of their group meetings. "We can always find a podcast or workshop that addresses what we are discussing," Todd shares. For example, a session about navigating the kitchen with visual impairment included workshops from Hadley's Cooking series. Participants found tips—such as listening for a change in the sizzling sound to tell when food is cooked—extremely helpful. "This makes a big difference," Todd notes. "People told us they now feel confident to cook some way besides the microwave."



“Once someone believes in themselves and their abilities, they will be ready to reenter the workforce.”

— Kevin Higgins, Texas Workforce Solutions Vocational Rehabilitation Services

Building confidence is key to their work at Texas Workforce Solutions Vocational Rehabilitation Services. "Confidence undergirds everything," Kevin explains. "People don't know what they can do without vision. While the idea of going back to work may not seem feasible, once someone believes in themselves and their abilities, they will be ready to reenter the workforce."

"Hadley should be the first place to turn," believes Kevin. That's why they encourage their clients to "get hooked on Hadley." Many have signed up on

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## Hadley Helps Build Confidence for the Workforce

their own and Kevin and Todd also take the opportunity to register people during home visits. They vouch that it takes less than five minutes to get started.

Both men have known about Hadley for a long time. Kevin, who is visually impaired, has also been a Hadley learner. Today, he is impressed by Hadley's updated approach and the scope of topics covered. "Hadley's bite-sized information turns into lightbulb moments," he states. "There aren't a lot of resources readily available. It's like getting tools for your toolbox. And it is wonderful that everything is available in different formats."

Todd uses Hadley's Braille for Everyday Use workshops as a framework for his clients. During in-person meetings, he supplements the materials with additional instruction—such as hand positioning. Technology is another important area where they agree that Hadley shines. "It is terrific Hadley is there to go down to detail on essential skills, like using a smartphone."

Hadley programs are free of charge, which is important for people using vocational rehabilitation services. Kevin explains, "These are people who are looking for work so may be without any income. They are nicely surprised when they learn that Hadley is always there and at no cost."

Kevin and Todd consider themselves successful when those they help are back in the workforce and no longer use their services. However, they recognize that people may still require support navigating other aspects of life with vision loss and are grateful that Hadley is there to help. "Hadley provides tips to help people step out, expand, maintain independence, and gain confidence," concludes Todd. "I can't think of another resource that is even close."

### WEBSITES AND RESOURCES

**Hadley's Working with Vision Loss Workshop Series** - [hadleyhelps.org/workshops/working-with-vision-loss-series](https://hadleyhelps.org/workshops/working-with-vision-loss-series)

**National Eye Institute** - [nei.nih.gov](https://nei.nih.gov)

**Rehabilitation Services Administration's State Vocational Rehabilitation Agency Directory** - [rsa.ed.gov/about/states](https://rsa.ed.gov/about/states)

**Blindness and Vision Impairments in the Workplace and the ADA** - [eeoc.gov/laws/guidance/blindness-and-vision-impairments-workplace-and-ada](https://eeoc.gov/laws/guidance/blindness-and-vision-impairments-workplace-and-ada)

## Changing Vision Doesn't Necessarily Mean Changing Employment

For many people, work is essential, not only from a financial perspective, but also because it represents our identity and gives life meaning. When faced with visual impairment, many wrongly conclude that their work life is over. With vocational rehabilitation services, technological advancements and legal protections, working with vision loss is not only possible, it is a growing trend. The trend is likely to rise exponentially because people are working longer and face higher risk of vision impairments with age.

As outlined in the Hadley podcast, "Keeping Your Job After Vision Loss," there is an ideal process for staying in your present employment or finding alternate opportunities. No matter where an individual fits on the hierarchy of jobs or careers, the process is effective and applicable.

The first step is learning as much as possible about your diagnosis and prognosis; consult with a low vision specialist and vision rehabilitation experts. Then, seek the services of a vocational rehabilitation (VR) counselor. Through federal legislation, every state has a VR agency specifically designed to help individuals with disabilities stay on the job or become employed. Once you establish a relationship with a VR counselor, they will refer you to other professionals to assist. Examples include: a mobility specialist to address workplace safety; or an adaptive technology specialist to modify existing devices or procure necessary equipment. The good news is that there is no cost for VR services.

Next, become familiar with your legal rights. You need not become a legal expert, but a basic understanding is useful. There are five important federal laws that protect individuals with disabilities from discrimination in the workplace:

- The Americans with Disabilities Act (ADA)
- The Rehabilitation Act
- Workforce Innovation and Opportunity Act
- Vietnam Era Veterans' Readjustment Assistance Act
- Civil Service Reform Act

Not all laws apply to all employers. Title I of the ADA applies to employers with 15 or more employees and requires private employers, state and local governments, to provide reasonable accommodation for individuals with disabilities who can still perform the essential functions of their job unless it would cause undue hardship to

the employer. Section 501 of the Rehabilitation Act provides the same protection for federal employees. In addition, most states have similar laws prohibiting discrimination that may apply to employers with fewer employees.

One of the most daunting next steps to take is having the conversation with your employer. Preparation is essential; lack of planning is the biggest "don't" in the entire process. Once you are well-informed of your condition and equipped with valuable information and tools from your VR counselor, schedule a meeting. Then, plan your presentation and practice role playing the discussion using terminology from the ADA. While such a conversation may seem like an insurmountable obstacle, remind yourself that (1) you are a loyal, skilled and valuable employee; and (2) it is easier to stay in a job or career that you know rather than find a new one where the employer doesn't know you and your skill level.

Additional dialogue with the employer may be necessary and may include bringing in the VR counselor to assist with accommodations, environmental changes, technological changes, and adaptive devices. Ideally, accommodations agreeable to both the employee and employer will be made. If the employer claims that the requested accommodations would be too costly and a hardship, it may be time to seek legal advice. Of course, you may consult with an attorney at any time throughout the process. If cost is an impediment, you may file a complaint and open an investigation with the U.S. Equal Employment Opportunity Commission or state commission that enforces the discrimination statutes.

Alternatively, if, after introspection, you decide the job is not a good fit, other opportunities await. At Hadley, there are professionals available to point you to helpful resources. More information is also available in Hadley's Working with Vision Loss workshops that can be found at [hadleyhelps.org/workshops/working-with-vision-loss-series](https://hadleyhelps.org/workshops/working-with-vision-loss-series) or by scanning this code.



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