

# A City Where Everyone Can Live Comfortably

## Examples of Reasonable Accommodation

Reasonable accommodation provides support for persons with disabilities to go to work or school, participate in social activities, and be able to live their lives in their own way, just like people without disabilities.

**We aim to create a society where people with and without disabilities can live together by helping each other.**



**Minamisoma City & Iitate Village Regional  
Independence Support Council**

# Necessary Accommodations if a Person with a Disability is Having Difficulties

~Please be considerate and provide accommodation~

There are many types of disabilities, including those that are visible and those that are not visible.



## Physical Disabilities

Due to illness or injury, it can be difficult to perform actions such as walking or holding objects.

### ● Difficulties that are faced:

- Opening and closing doors, and moving up and down stairs/steps
- Picking things up from high or low places
- Writing and detailed work
- Evacuation in the event of a disaster or movement at evacuation sites

### Necessary Accommodations

Help set up and move slopes, pick up things and press switches when requested.

## Internal Disorders/Incurable Diseases

Those with disabilities within the body such as with the heart, kidneys, respiratory organs, and digestive tract, and those suffering from diseases for which cures have not been established.

### ● Difficulties that are faced:

- Easy to get tired, large changes in physical condition
- Being mistaken for being a healthy person when using priority seats or multipurpose toilets.
- Difficult to live in an evacuation site due to concerns about the toilet, etc.

### Necessary Accommodations

Consider their physical condition and regular hospital visits, and prepare a place for a break when they are not feeling well. An understanding of the illness or disability is required.

## Hearing Disabilities

There are various kinds of hearing disabilities, such as those who cannot hear at all and those who have difficulties hearing.

### ● Difficulties that are faced:

- Don't notice broadcasts at the station or facility, or emergency broadcasts
- Even if their name is called out, they may not respond and people could misunderstand and think they are ignoring them
- Not noticing when their name is called in the hospital

### Necessary Accommodations

It is necessary to provide information that can be easily understood, such as written notices, gestures, and explanation cards. In writing, write the main points short and concisely.

## Visual Disabilities

There are various visual disabilities such as impairments with eyesight, field of vision, and color blindness.

### ● Difficulties that are faced:

- Objects are placed on the guidance strips (yellow strips on the ground with bumps on them) or in the middle of aisles
- Operation of touch panels such as on ATMs
- Can't find the shelter or read the emergency notices

### Necessary Accommodations

Try to provide information such as in Braille, enlarged letters, and read aloud, and do not put anything on the walking paths.

**The difficulties and accommodations introduced here are just some of many. Each person has different problems and necessary accommodations. Therefore, you must confirm the necessary accommodations and the specific methods for the person. If you find someone facing difficulties, say "I'll help you".**

### **Intellectual Disabilities**

When a person's cognitive ability is not developed according to their age.

#### ● **Difficulties that are faced:**

- Not understanding instructions and procedures
- Not able to be read, write, or calculate well, so it is difficult to fill out documents or pay at cash registers
- Not being very good at making judgements or thinking with foresight

#### **Necessary Accommodations**

Make things simple and add furigana to the kanji so that it is easy to understand, and explain while confirming that the person understands the explanation.

### **Mental Illnesses**

Some people struggle in daily and social life due to difficulties with mental illnesses.

#### ● **Difficulties that are faced:**

- Getting tired easily, various changes to physical condition, being misunderstood as unmotivated or lazy
- In the event of a disaster, anxiety may increase and evacuation may become difficult

#### **Necessary Accommodations**

It is necessary to accommodate through adjusting the amount of work and activities, break time, etc., according to their medical and physical condition.

### **Developmental Disabilities**

These are disorders caused by underdevelopment of natural brain functions, including disabilities such as autism, ADHD, hyperactivity disorder, and learning disabilities.

#### ● **Difficulties that are faced:**

- Not good at communication with others
- Not good at tidying up or preparing, unable to concentrate on tasks at school, often forgetting things
- Not good at spending time in crowds such as evacuation sites

#### **Necessary Accommodations**

Prepare a schedule to convey the flow of the day, or prepare a separate space as a place to settle down and focus. Make sure that they can wait in the car while waiting at hospitals, etc.

### **Higher Brain Dysfunctions**

A part of the brain is damaged by a stroke or an accident, causing disorders such as memory loss, aphasia, and loss of emotional control.

#### ● **Difficulties that are faced:**

- Short term memory or forgetting things such as appointments
- Unable to plan or schedule work
- Getting angry about trivial things
- Difficult to judge and act in the event of a disaster

#### **Necessary Accommodations**

Talk slowly and concretely in language that is easy to understand, or write down information and hand it over. If they feel tired or frustrated, encourage them to take a break to calm down.

# Introduction of Disability Marks

Please understand the meanings of each mark and cooperate in accommodating people with disabilities.



**International symbol for people with disabilities**

A universal mark that clearly indicates that the building or facility can be used by people with disabilities

※This is not only for people with disabilities who use wheelchairs, but for people with all kinds of disabilities.



**International symbol for the blind**

A universal mark indicating that certain buildings, accommodations, or pieces of equipment are designed to be safe and barrier-free for the visually impaired.



**Hearing mark**

A mark that indicates that people are deaf and at the same time shows that people are considerate of those who cannot hear or have difficulties hearing.



**Help mark**

A mark that allows people to let others know they need assistance or accommodation even if they do not have a visible disability.



**Ostomate mark**

Mark indicating that the presence of medical equipment for those who have artificial organs (ostomates).



**Heart plus mark**

A mark to show that a person has an internal disability.



**Service dog mark**

Mark to indicate service dogs for those who are physically handicapped



**Physically handicapped person mark**

A mark to be displayed on a car driven by a physically handicapped person who has a driver's license with conditions attached.



**Hearing impaired person mark**

A mark to be displayed on a car driven by a person deaf or hard of hearing who has a driver's license with conditions attached.



## The Disability Discrimination Elimination Law

is a law to eliminate discrimination against persons with disabilities.

	Unfair Discrimination	Providing Reasonable Accommodation
National government/ local public entities	× <b>Forbidden</b>	<b>(Legal Obligation) Must be done</b>
Private businesses	× <b>Forbidden</b>	<b>(Obligation to Make Efforts) Must strive to do</b>

**Not providing reasonable accommodation is also discrimination.**

At the Minamisoma City & Iitate Village Regional Independence Support Council, Rights Advocacy Subcommittee, many example cases such as cases where people thought they were discriminated against because of their disability, cases where they were facing difficulties without proper accommodation, and cases where they were given accommodation have been collected and shared. Let's think about what we can do together to make the area a comfortable place for everyone to live in.

**Drafted**

**Minamisoma City · Iitate Village Regional Independence Support Council, Rights Advocacy Subcommittee**

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