

# New Horizons

Housing That Supports Independence



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## Present Locations

Legacy Robbinsville

Project Freedom at Hamilton

Project Freedom at Lawrence

Freedom Village at Woodstown

Freedom Village at Hopewell

Freedom Village at Toms River

Freedom Village at West Windsor

Freedom Village at Westampton

Freedom Village at Gibbsboro

Freedom Village at Town Center South

## Under Construction

Freedom Village at Hamilton Woods

## ***Feds Warn Employers Against Disability Discrimination***

Reprinted from Disability Scoop / by Michelle Diamant / May 16, 2022

Increasingly common methods that employers are using to select new hires, judge performance and determine pay or promotions may discriminate against people with disabilities, federal officials say.

The U.S. Department of Justice and the Equal Employment Opportunity Commission say artificial intelligence and other software tools used by companies can result in employers violating the rights of people with disabilities under the Americans with Disabilities Act. Businesses frequently use computer-based tests or resume-scoring software to screen job applicants as well as other technology to assess the performance of current and prospective workers.

In guidance issued late last week, the agencies point out that without safeguards, software tools can screen out capable people with disabilities. For example, a wheelchair user interviewing for a cashier position may be turned away by a chatbot if they say they cannot stand for hours even though they could do the job while seated, the EEOC notes.

The guidance stops short of telling employers that they cannot use artificial intelligence and other software tools, instead detailing what steps should be taken to ensure ADA compliance.

When utilizing technological tools, employers should consider the impact on people with various disabilities and have a process for providing reasonable accommodations when appropriate, the guidance indicates. Employers should also remember that if software tools make people disclose information about their disabilities or medical conditions that could lead to inquiries or medical exams that are not permitted. "Algorithmic tools should not stand as a barrier for people with disabilities seeking access to jobs," said Kristen Clarke, assistant attorney general for civil rights at the Justice Department. "This guidance will help the public understand how an employer's use of such tools may violate the Americans with Disabilities Act, so that people with disabilities know their rights and employers can take action to avoid discrimination."

Beyond guidance for employers, the EEOC is also offering tips for people with disabilities who believe they have been discriminated against. "New technologies should not become new ways to discriminate," said EEOC Chair Charlotte A. Burrows. "If employers are aware of the ways AI and other technologies can discriminate against persons with disabilities, they can take steps to prevent it."

## **Microsoft Unveils New Accessories For People With Disabilities** *Reprinted from Disability Scoop / by Shaun Heasley / May 13, 2022*

Microsoft is introducing a collection of adaptive devices aimed at making it easier for people with disabilities to use computers.

The company said this week at its annual Microsoft Ability Summit that it plans to roll out an “ecosystem of adaptive accessories.”

The latest innovations include an adaptive mouse, adaptive hub and adaptive buttons, all of which are fully customizable.

“A traditional mouse and keyboard may pose obstacles for someone with (limited) mobility,” wrote Dave Dame, director of accessibility for Microsoft, in a company blog post. “These adaptive accessories can perform a variety of functions, thereby alleviating a pain point for those who find it challenging to get the most out of their PC.”

The adaptive mouse can be outfitted with 3D printed tails and other modifications to be truly personalized while the adaptive hub and buttons can replace or augment a traditional keyboard, Microsoft said. What’s more, the adaptive buttons can be topped with a d-pad, joystick, dual button or something unique that’s 3D printed.



Microsoft's new adaptive accessories are highly customizable allowing each user to build a system that works for them. (Microsoft)

The new accessories build on Microsoft’s work to develop the Xbox Adaptive Controller, which was released in 2018. Microsoft said it worked with the disability community to create the new accessories. They are expected to be available this fall.



## **Broadway Play To Shine Light On Disability Experience, Caregiving**

*Reprinted from Disability Scoop / by Shaun Heasley / May 20, 2022*

A Pulitzer Prize winning play that focuses on the experience of two different people with disabilities and their caregivers is heading to Broadway.

The show “Cost of Living” will make its Broadway premiere at the Samuel J. Friedman Theater this fall, the Manhattan Theater Club said.

The play by Martyna Majok is about two different pairs of people — a graduate student with cerebral palsy and his paid caregiver as well as a woman who’s paralyzed and her estranged husband.

The show’s Broadway debut comes after a 2017 run at the Manhattan Theater Club’s space off Broadway. It will star Gregg Mozgala and Katy Sullivan.



Katy Sullivan and Gregg Mozgala will reprise their starring roles in “Cost of Living” when it premieres on Broadway this fall. (Daniel Rader)

“Cost of Living” won the 2018 Pulitzer Prize for drama. The Pulitzer committee described the show as “an honest, original work that invites audiences to examine diverse perceptions of privilege and human connection through two pairs of mismatched individuals: a former trucker and his recently paralyzed ex-wife, and an arrogant young man with cerebral palsy and his new caregiver.”

## **New Version Of Autism Dating Show Coming To Netflix**

*Reprinted from Disability Scoop / by Shaun Heasley / May 10, 2022*



Dani and Solomon appear in “Love on the Spectrum U.S.” on Netflix. (Netflix)

Netflix will air a new iteration of its documentary series following people with autism in the dating world, this time focused on a group of individuals on the spectrum in the U.S.

The streaming service is set to premiere “Love on the Spectrum U.S.” later this month.

The six-episode series is a takeoff on the Australian show “Love on the Spectrum,” which debuted on Netflix in 2020 and has two seasons on the service.

“Love on the Spectrum is an insightful and warm-hearted docu-reality series following people on the autism spectrum as they navigate the world of dating and relationships,” Netflix said of the show. “Following

the success of the multi award winning Australian series, this U.S. based series tells the stories of a unique and diverse cast of characters searching for something we all hope to find, love.”

The trailer for the new series — which features people with autism and their families — shows one person on the spectrum searching Google for topics to discuss on a date, another who says wryly that he hasn’t dated in 33 years and another who blurts out to her date “You are so hot.”

“Love on the Spectrum U.S.” will be available on Netflix beginning May 18.



## ***From Norman's Desk***

For most of my life and well into adulthood, June represented the end of school and the beginning of the Summer season. Even after leaving college too many years ago, June felt like the end of a period of intense work.

More recently, as my readers are keenly aware, June became my month to remind everyone to be prepared for Hurricane Season, which "officially" began on June 1.

Much more recently, June has been the month to write about being a father. I have only celebrated Fathers' Day 14 times as a father. Celebrating the day as a father is far different than celebrating as a son with my father. For one thing, a son is trying to show his Dad his love and appreciation that he feels for him while the Dad wants to show his son (or daughter) the wonderment and pride of being Dad. Being Dad to any child is wonderful and awesome. Father's Day is the icing on the proverbial cake.

Fatherhood and Motherhood can be daunting and pleasurable at the same time. Every parent knows this mixture of feelings. I think, however, those of us with obvious disabilities also feel an additional mixture of emotions. Indeed, there is pride of your child and pride of being a parent when others think you should not or cannot be a parent.

There is also the apprehension of being judged by others because you have a child and a disability. Your capabilities and skills as a parent are constantly being scrutinized to see if, indeed, you can take care of your child. This scrutiny is always in the back of your mind as you try to let your child experience what other children experience.

This is the unfortunate price we pay by being parents with disabilities. Many years ago the White House sponsored a conference on parenting with disabilities because more people with disabilities are paying that price nationally. The price can be minimal for some, higher for others, but well worth it to hear your son say "Happy Fathers' Day, Dad!"

Norman A. Smith, Co-Founder/Associate Executive Director  
Follow us on Twitter @TheFreedomGuys  
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# Reebok, Zappos Collaborate On New Adaptive Footwear

by Shaun Heasley | May 23, 2022



Reebok's new Fit to Fit features adaptive styles.

Another major shoe brand is unveiling styles specifically made to meet the needs of people with disabilities.

Reebok is launching its first-ever line of adaptive footwear. Known as Reebok Fit to Fit, the collection includes shoes with features like zippers, heel pull tabs, extra wide options, removable sock liners and low-cut designs.

“At Reebok, we continue to prioritize innovation and creating products that

inspire human movement,” says Todd Krinsky, senior vice president and general manager of product at Reebok Design Group. “We’re proud to introduce our first official adaptive collection to help those with disabilities thrive — from sports and fitness to everyday life.”

Reebok said it worked with Zappos Adaptive — a special section of Zappos offering clothing and footwear tailored to those with various disabilities — to develop the new shoes.

“First-hand feedback from the disability community is essential when designing or modifying a product that is accessible and also delivers on fashion,” said Dana Zumbo, business development manager for Zappos Adaptive. “We’re thrilled to have partnered with Reebok on their Fit to Fit Collection, and for the opportunity to introduce our first functional and fashionable athletic shoe to the Zappos Adaptive shopping experience.”

Styles that are part of the Fit to Fit adaptive collection are available from Reebok and Zappos in adult unisex sizes. In addition, Zappos said it will soon offer single shoe options.

Other shoemakers that have rolled out adaptive styles in recent years include Nike, Ugg, Steve Madden and Stride Rite.

# ***Man Paralyzed From Waist Down Uses Microchip Implanted In Brain To Drive Race Car***

*Reprinted from Colorado News May 22, 2022 / By Conor McCue*

**FOUNTAIN, Colo. (CBS4)** – The revving engine of a race car outside Fountain Wednesday morning was the sound of a major breakthrough in a technology that could one day change the lives of people



who are mobility challenged. The man behind the wheel of the 850 horsepower NASCAR Cup race car was German Aldana Zuniga of Miami. Despite being paralyzed from the waist down, he used a microchip implanted in his brain to drive lap after lap. "It's an amazing experience. Since my accident, I don't have mobility below my waist, so this is my first time driving a car," Zuniga said.

Nine years after a life-altering car wreck, Zuniga used his thoughts to drive Wednesday. It's a technological breakthrough

pioneered by a team led by Dr. Scott Falci, a Colorado neurosurgeon with Health ONE's Falci Institute for Spinal Cord Injuries. The group also included electrical engineer Dr. Harry Direen, and Kevin Davis with the University of Miami Miller School of Medicine's Miami Project to Cure Paralysis.

For more than a year, they, along with others, worked tirelessly so Zuniga can communicate between a microchip on his brain and a computer in the car. "The electrical changes get picked up on that electrode, travel down a cable underneath his skin to a little computer processor," Falci said "When the computer recognizes that particular fingerprint, it knows to send the signal to the computer in our race car and that computer knows to send it to the throttle and to actuate the throttle," said Falci.

For now, the technology allows Zuniga to use his thoughts to start the throttle and keep it at a steady pace. He can steer with a specialized helmet that registers his head movement, as well as slow down using a tube attached to the helmet known as a sip-n-puff input. Because of all that, a task that was once unthinkable is now possible with focus and practice.

"It's unbelievable to think about being in the car, especially that fast. To be in it and watch how you go through the track smoothly and it responds to what you think, it's just incredible," Zuniga said.

According to Falci, the future possibilities for this technology are just as exciting. "Our goal is not to make race car drivers out of spinal cord injured patients, it's really to apply this to real-world situations," said Falci. "We can use this potentially for driving an electric wheelchair, a golf cart, control a robotic arm, control an exoskeleton device, control implanted medical device. Once we develop that science, that science can be used for all types of systems," he said.

It's a finish line Zuniga can't wait to help cross. "Technology is advancing, so we have to help do our part in it and make it become available for everyone," Zuniga said.



# ***Ed Department To Update Disability Regulations***

*Reprinted from Disability Scoop / by Michelle Diament / May 11, 2022*

Federal education officials say they plan to revise regulations for one of the main laws affecting students with disabilities after leaving them largely untouched for 45 years.

The U.S. Department of Education is considering amendments to the regulations implementing Section 504 of the Rehabilitation Act of 1973. The civil rights law bars disability discrimination at schools and other public and private programs that receive federal money.

“While the world has undergone enormous changes since 1977, the department’s Section 504 regulations have remained, with few exceptions, unaltered,” said Catherine E. Lhamon, assistant secretary for civil rights at the Education Department. “As we observe the 45th anniversary of these important regulations this month, it is time to start the process of updating them.”

The Education Department’s Office for Civil Rights is soliciting feedback from the public about what types of changes are warranted. In addition, the agency said it intends to hold listening sessions in the coming months.

It is unclear what sort of updates the Education Department is considering, but officials said they intend to “strengthen and protect the rights of students with disabilities.” In particular, the agency indicated that it wants input from people with disabilities.

Section 504 requires that schools provide students with disabilities a free appropriate public education and children can receive various accommodations under the law. Many students with disabilities are eligible for services under both Section 504 and the Individuals with Disabilities Education Act. But, as of the 2017-2018 school year, over 1.38 million public school students with disabilities were served solely under Section 504, according to federal civil rights data.

The Education Department has not announced a timetable for updating the regulations. Information about submitting comments can be found on the department’s [website](#).





# Freedom 1 Tenant Memorial Day Party

