



**State Bar of Arizona
Hon. John R. Sticht Excellence in Disabilities Accessibility Award**

Nomination Deadline is April 30th each year.

Dear Colleague:

The State Bar of Arizona's Committee on Persons with Disabilities in the Legal Profession is seeking nominations of one private law firm and one public facility for the "State Bar of Arizona Honorable John R. Sticht Excellence in Disabilities Accessibility Award."

The Sticht Award honors one private legal employer or law firm and one public legal employer who deserve recognition for their efforts to improve access to our judicial system for persons with disabilities in the legal profession (e.g., lawyers, paralegals and court and law firm staff with a disability). The award will be made by the State Bar of Arizona's Committee on Persons with Disabilities in the Legal Profession at the Arizona State Capitol in July of 2007, on the anniversary of the passage of the Americans With Disabilities Act.

These annual awards honor employers who have demonstrated a long-term commitment to barrier-free access to our legal system. The awards are named in honor of the late Judge John R. Sticht. Judge Sticht, a well-respected Maricopa County Superior Court Judge, was known for his effectiveness from the bench despite becoming a quadriplegic from an accident while training for the University of Arizona's gymnastics team. His example and personal efforts were inspirational to the Arizona legal community concerning persons with disabilities.

The State Bar of Arizona's Committee on Persons with Disabilities in the Legal Profession will select the award recipients. The Committee, whose membership includes appointees from both the private and public sector, is dedicated to pursuing long term strategies designed to make significant progress toward the goal of improving barrier-free access to justice. The Committee is addressing a number of important issues such as job placement of law students and attorneys, paralegals and court reporters with disabilities, and surveying and reporting on the accessibility of courthouse buildings. These efforts are intended to promote barrier-free access to justice for all Arizonans.

Thank you for your interest, and for considering a deserving private legal employer or law firm or public facility for these prestigious awards.

Very truly yours,

Wendy Akbar

Chair
Committee on Persons With Disabilities in the Legal Profession



*Nomination Deadline: April 30th each year.
Please type response in the boxes provided.*

NOMINATION FORM

Honorable John R. Sticht Excellence in Disabilities Accessibility Award

Please check the box indicating the award for which you are making the nomination.

Public
Facility

Private
Employer or
Law Firm

Name of Nominee

Address

Street

City

ST

Zip +4

County

Telephone
Number

Fax
Number

Email Address

Name of Nominee Contact Person

Title/Position

Address

Street

City

ST

Zip +4

County

Telephone
Number

Fax Number

Email Address

Name of Nominator (may be a self-nomination)		Firm/Organization			
Address					
Street	City		ST	Zip +4	County
Telephone Number	Fax Number				
Email Address					

Please provide background information and relevant details describing why you feel the nominee should be considered for the award. (The information may be captured on a separate sheet if you choose not to use this interactive form.)

Award Criteria (see attached): Submissions for the award will be favorably scored based on the extent to which the law firm or the public facility promote the criteria/concepts outlined on the attached pages. No nominee is expected to have met or addressed each of the criteria/concepts, but please address as many as possible.

Nominator's Signature	Date
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Please return the completed nomination form by **April 30th of each year**, to Carrie Sherman, Director of Executive Projects, State Bar of Arizona, 4201 N. 24th Street, Suite 200, Phoenix, Arizona 85016-6288; or fax to (602) 416-7401; or email to carrie.sherman@staff.azbar.org.

Award Criteria (see attached).

State Bar of Arizona
Hon. John R. Sticht Excellence in Disabilities Accessibility Award

AWARD CRITERIA

Architectural Features

*** The internal physical environment is fully accessible to all**

(1) Horizontal and vertical access

Horizontal (obstacles, width of aisles/hallways) and vertical (ramps and elevators) access to all floors or other spaces.

Elevators equipped with audio and visual signals and controls designed for ease of use by every user and positioned at the right height in the elevator and on landings.

If there are steps, an alternate route is provided.

Doorways: width, door pull weight, main entrance and exit building doors powered.

(2) Sound, lighting, signs, and color

Reflection in or visibility through glass.

Color and luminance contrast, for instance, between walls and floors, between door backgrounds and fittings and between other adjacent decorated elements are in line with best practice guidelines.

Building signs are integrated and displayed so that they will fulfill their function without being visually-discriminating, including the clear identification of glass areas for people with impaired vision.

Lighting is distributed evenly and eliminates reflections, shadows and glare, including sufficient lighting of public spaces to read signage.

Tactile surfaces.

The acoustic properties of public service areas have been considered.

Visual and auditory alarms.

(3) Fixtures and amenities

Fixtures in use are consistent, accessible and easy to use.

Accessible bathrooms (toilets, counters, sinks, mirrors, doors, soap and towel dispensers).

Handrails

Heights of counters

Notice boards

Information racks

Telephones, if provided for public use, are accessible to all in public reception/service areas and a Textphone is provided.

The organization is committed to achieving conformance with relevant guidelines for all computers, kiosks and other public access terminals used by the public.

(4) Miscellaneous

Public service reception areas and waiting rooms are correctly designed for ease of use.

Emergency equipment, visual and auditory alarms, safety zones and signage.

Innovative aspects in concept and design.

*** The external physical environment is fully accessible to all**

Entrances are accessible.

There exists an accessible approach to the building including, where provided, car parking facilities.

Where parking spaces designated for people with disabilities are provided, they comply with best practice guidelines.

Building surroundings and access routes to accessible entrances, including those from a parking lot used by the public, are designed to best practice guidelines.

External connections of buildings with the public transport infrastructure are optimized, taking distance into account, avoiding level differences and enabling access to all.

Where gradients on access routes in public service areas are steeper than 1:20, both steps and ramps are provided and correctly designed.

*** Management of the Architectural Environment**

The organization regularly reviews and, if necessary, develops and improves the accessibility of its architectural environment.

The organization maintains its own Architectural Environment Access Handbook for use by managers and maintenance personnel.

Emergency procedures are in place to ensure that every user of the architectural environment has appropriate access to a place of safety and/or an evacuation route in an emergency situation.

Efforts to Accommodate Disabled Customers/Public Citizens

*** Elimination of “Organizational” Barriers**

(1) Policies, procedures and practices

Elimination of “organizational” barriers, systems, rules, regulations or ways of providing services that disadvantage disabled customers, e.g. "no dogs" policies would be a barrier for blind people using a guide dog.

The nominee is committed to improving accessibility to their public services. For example, management has overseen the development of, and promotes the nominee’s commitment to, improved accessibility; the nominee consults people with disabilities and their organizations in relation to accessibility matters.

The nominee ensures that the rights to equal treatment and positive action, as provided for in equality legislation, are met. For example the nominee has an equality/equal status policy in place to ensure that the rights to equal treatment as provided for in legislation are met.

The nominee is committed to the procurement of equipment and/or services that, whenever possible, are accessible to all.

The nominee has a Customer Charter which is published and promoted in all public offices of the nominee; the nominee has communicated and promoted a complaints procedure in relation to the Charter.

The nominee is committed to achieving internet/world wide web accessibility.

(2) Information and communication

Providing information (written or equivalent, including computer based information) in a range of accessible formats for people with visual impairments, learning difficulties, putting information in places used by disabled people. information is available on request, in an accessible form which may include: Audio Tape; Braille; Electronic Format – HTML, Plain Text; Large Print; High Contrast Print; Easy-to-Read.

Enabling communication, including face to face, phone and via systems such as public address systems – eliminating barriers by providing alternatives to telephones, providing visual or audible information, sign language interpreters, real time captioning, etc.

The nominee has documented procedures for implementing its communication policy with people with disabilities.

*** Elimination of Attitudinal Barriers**

Programs/seminars to educate staff about attitudes towards disabled clients / customers, assumptions, stereotypes, prejudice, etc. (some of which may be unwitting and some blatant).

Efforts to Accommodate Disabled Employees and Potential Employees

*** Elimination of “Organizational” Barriers**

The nominee’s Human Resource Management policies, procedures and practices support all steps for improving in the delivery of more accessible services. For example, the nominee has a high standard of achievement in relation to the Americans with Disabilities Act; reasonable accommodations are made to meet the needs of employees with disabilities.

Actively promoting diversity in the work force.

Practicing equal opportunities recruitment.

Undertaking positive action towards disabled persons (such as providing traineeships for disabled persons, targeted outreach towards disability organizations in the recruitment process; recruitment of disabled persons to the work force).

Providing flexible work schedules for employees with disabilities.

*** Elimination of Attitudinal Barriers**

Equality/Disability training, designed in consultation with people with disabilities, is provided for relevant personnel.

Undertaking systematic disability awareness training for all personnel.

Providing regular training of personnel in accessibility and universal design.