



**Support. Equip. Empower.**

Computer/Electronic  
Accommodations Program

# Purpose and Agenda



## Purpose

To provide an understanding of the Computer/Electronic Accommodations Program (CAP)

## Agenda

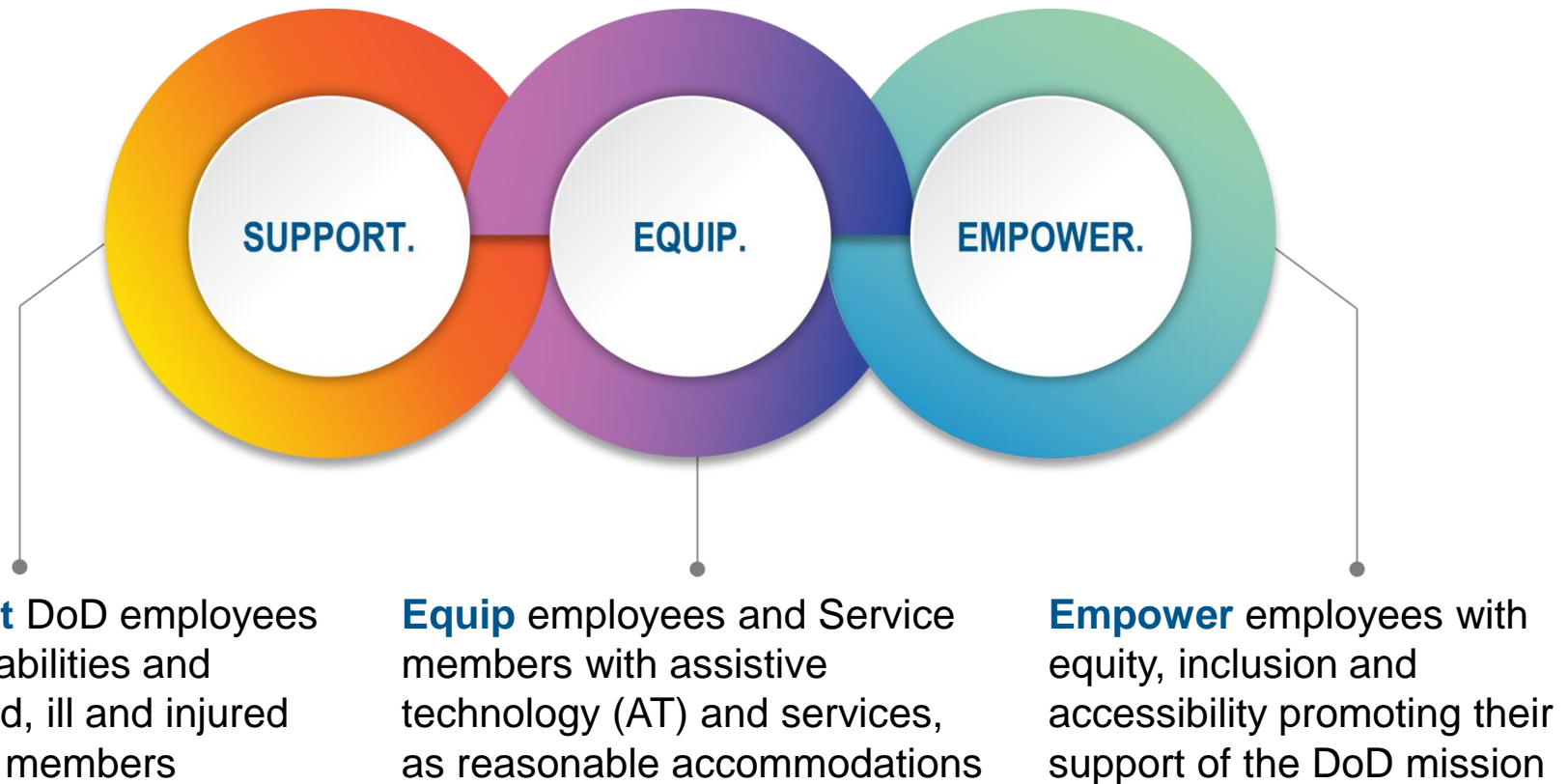
- CAP Overview
- CAP Customers and Services
- CAP Resources
- Questions



# CAP OVERVIEW

# What is CAP?

## Department of Defense (DoD) Centrally Funded Program



# CAP Background

**1990**

Centrally funded program established to accommodate employees with disabilities of the DoD

**2000**

Expanded to cover select non-DoD Executive Branch Federal Agencies

**2004**

Expanded to cover wounded, ill, and injured (WII) Service members (SM) who remain on active duty to include National Guard and Reserve members under Title 10 and allow Service members to keep AT upon separation from military

**2021**

CAP conducts needs assessments and consultation to 70 non-DoD agencies of the executive branch. Agencies procure AT

**2022**

Conducts needs assessments and procures AT for DoD employees and WII SM. Continues providing needs assessments and consultation to non-DoD agencies.



# Rehabilitation Act of 1973

- Requires federal agencies to reasonably accommodate job applicants and employees with disabilities

## Section 501

- Prohibits federal employment discrimination against individuals with disabilities
- Mandates affirmative action

## Section 504

- Prohibits discrimination in any federally-funded program, service or agency

## Section 508

- Specifies federal information communication technology must be accessible and usable for both employees and the public

# Rehabilitation Act of 1973 Mandates



- Requires employees with disabilities have equal access to ALL benefits and privileges of employment, including:
  - Training
  - Services such as employee assistance programs, credit unions, cafeterias, lounges, gyms, auditoriums, and transportation
  - Social functions and parties
- Applies to all federal agencies, as well as any activities or programs that receive federal funding
- Mandates agencies that interact with the public must provide accommodations for members of the public



# Department of Defense Instruction (DoDI)

## **DoDI 1000.31 (2018)** **“Computer/Electronic Accommodations Program”**

- Lays out CAP’s basic responsibilities, procedures, and policies
- Specifies which agencies, individuals, and DoD components can receive services from CAP

## **DoDI 6025.22 (2015)** **“Assistive Technology for Wounded, Ill, and Injured Service Members”**

- Establishes cooperation and contact between CAP, Military Treatment Facilities (MTF), and Wounded Warrior Program
- CAP must provide active-duty service members with assistive technology

**2022/2023: Reissue DoDI 1000.31 in progress**  
New CAP DoDI will combine 1000.31 and 6025.22



# CAP Teams





# CAP CUSTOMERS AND SERVICES

# Customers: Service Members



- Active duty Service members, including:
  - Wounded, ill, and injured active duty Service members
  - Service members continuing on active duty (COAD)
- National Guard and Reserve Service members serving on full-time active duty under Title 10, U.S.C.

# Customers: Civilians



- DoD employees with disabling conditions including:
  - Workers' Compensation beneficiaries
  - Term and Temporary Employees,
  - Workforce Recruitment Program (WRP) Interns
  - Detail appointments
- DoD managers who are ready to hire and accommodate (Schedule A)
- DoD agencies that want to ensure their programs and services are accessible
- Federal partner agencies with employees that require needs assessments

# CAP Quiz

## Which of the following qualify as computer/electronic assistive technology?

\*Select all that apply

- a. Work place furniture to support employee for medical issues
- b. Lighting and soundproofing modifications to improve the work space
- c. A service or device to increase functional capabilities of disabled individuals
- d. Scooters, wheelchairs and/or building modifications to improve work place access

# Assistive Technology Act (AT) Definitions



As defined by the Assistive Technology Act of 1998

- **AT services** assist an individual with a disability in the selection, acquisition, or use of an assistive technology device
- **AT devices** are used to increase, maintain, or improve the functional capabilities of individuals with disabilities

# CAP Services



**Interpreting Services**



**Training/Technical Services**



**CART Services**



**Technology Demonstration**








**Video/Media Captioning  
Services**



**Needs Assessments**



# How May CAP Help YOU?

	Disability Category	Potential Causes	Potential Impacts	Potential AT solutions
	<b>Dexterity</b>	Amputation, spinal injury, arthritis, tendonitis, carpal tunnel	Difficulty controlling/using computer accessories	Alternative keyboards, input devices, and voice recognition software
	<b>Deaf/Hard of Hearing</b>	Exposure to loud noises, traumatic brain injury, otosclerosis	Difficult or impossible to hear in meetings or use the phone	Assistive listening devices, videophones, and captioning services
	<b>Blind/Low Vision</b>	Eye injury, macular degeneration, glaucoma	Difficult or impossible to use the computer or read printed material	Screen readers, magnification software, and closed circuit televisions (CCTV)
	<b>Cognition</b>	Attention Deficit Disorder (ADD), Autism Spectrum Disorder (ASD), Dyslexia, Traumatic Brain Injury (TBI)	Difficulty focusing, comprehending written material, or interacting with coworkers	Cueing and memory aids, literacy software, and screen readers
	<b>Communication</b>	Speech impediment, deafness, aphasia	Difficulty speaking or writing	Voice amplifiers, word prediction software, and augmentative communication devices

# Budget



## Budget

- CAP complies with organization cutoff dates and acquisition timelines in accordance with Federal Acquisitions Regulations (FAR)

## CAP Annual Budget Highlights

- 01 OCT - 30 SEP: Annual Fiscal Year (FY) budget
- NOV: Generally new FY funding becomes available
- JUN/JUL: Acquisition cut off dates occur to ensure proper budget closeout

# Best Practice



- CAP accepts requests at all times
- Timing of the request may impact approval and delivery

## **CAP TEAM Recommendation**

Submit your CAP requests between ***October*** and ***June*** for **best procurement results**



# CAP RESOURCES

## **CAP's Online Training Modules**

We have developed a series of online training modules. Learn about disability etiquette, reasonable accommodations, how to work with CAP and challenges in employment.



## **CAP's Quick Tips**

CAP has created a series of short videos to help answer some of our customer's most frequently asked questions.



## **CAP's Webinars**

CAP has recorded a series of webinars to share the CAP training experience with our customers and stakeholders around the world. To see newly recorded webinars and a list of upcoming topics, please visit our website.



## **Request CAP at Your Event**

CAP may be able to come to your location to provide briefings, trainings, and needs assessments. Please visit the Training & Outreach section of our website to request CAP's attendance.



# Connect with CAP



**Facebook**

[www.facebook.com/DoDCAP](http://www.facebook.com/DoDCAP)



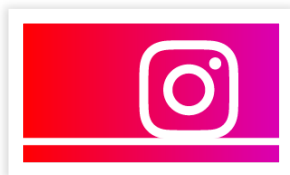
**Twitter**

[www.twitter.com/DoDCAP](http://www.twitter.com/DoDCAP)



**YouTube**

[www.youtube.com/TheDoDCAP](http://www.youtube.com/TheDoDCAP)



**Instagram**

[www.instagram.com/dod\\_cap](http://www.instagram.com/dod_cap)

# CAP Contact Information

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# Additional CAP Briefs

- Go to [www.cap.mil](http://www.cap.mil) to request a brief for your organization!
- CAP Briefs and Lunch and Learn Topics
  - *Introducing CAP's New Website!*
  - *Assistive Technology Overview*
  - *CAP Needs Assessments Overview*
  - *CAP Video Tutorial Series: Account Registration and Request Submission, Requesting CAP at your Event, and live Q&A session!*
- Send us an email to [cap.outreach@mail.mil](mailto:cap.outreach@mail.mil) add your name to CAP's Lunch and Learn series

# QUESTIONS?

