ACS FIVE-YEAR DISABILTY ACCESS PLAN 2024-2028

Pursuant to Local Law 12 of 2023

NYC Children

MARCH 27, 2024

NYC ADMINSTRATION FOR CHILDREN'S SERVICES
Headquarters: 110 William Street New York, NY 10038

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Administration for Children's Services Five-Year Disability Access Plan pursuant to Local Law 12 of 2023

General

In accordance with Local Law 12 of 2023 (found here: Local Law 12), all New York City agencies are required to develop a five-year plan to ensure that its workplace, services, programs and activities are accessible, accommodating and inclusive for persons with disabilities.

Pursuant to Local Law 12, this plan addresses five (5) areas:

- Digital Accessibility: Ensuring digital platforms, websites, applications, and online content are accessible to persons with disabilities
- Effective Communications: Implementing communication strategies and practices that are accessible and easily understood by persons with varying disabilities
- Workplace Inclusion: Creating an inclusive workplace environment that accommodates persons with disabilities, providing necessary support, accommodations, and fostering an environment of equality
- Physical Accessibility: Ensuring that physical spaces, facilities, and infrastructure are designed and maintained to accommodate persons with disabilities
- Programmatic Access: Making programs, services, events, and public engagements accessible and inclusive for persons with disabilities

The Administration for Children's Services (ACS) is committed to ensuring equal access and inclusion for all persons. In line with this commitment, ACS has created a Five-Year Disability Access Plan that aims to identify and address barriers to access across all divisions within the agency, ensuring that our workplaces, the services, programs, and activities are accessible to persons with disabilities. The Five-Year Disability Access Plan is being overseen by the Office of Equal Employment Opportunity (OEEO).

New York City Administration for Children's Services ADA Coordinator/Disability Service Facilitator

Local Law 27 of 2016 (found here: Local Law 27) "The head of each agency, in consultation with the mayor's office for people with disabilities, shall designate an employee as such agency's disability service facilitator, to coordinate its efforts to comply with and carry out its responsibilities under the ADA and other federal, state, and local laws and regulations concerning accessibility for persons with disabilities."

Contact information for ACS's designated employee in accordance with Local Law 27:

Name: Simone Campbell
ADA Coordinator/Disability Service Facilitator
Office of Equal Employment Opportunity
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New York, NY 10038
Phone: 212-676-7011
Email: simone.campbell2@acs.nyc.gov
Website: Administration for Children Services

Mission of ACS

ACS protects and promotes the safety and well-being of New York City's children and families by providing child welfare, juvenile justice, childcare assistance and other forms of community support so families and children can thrive. In child welfare, ACS invests in community-based non-profit prevention programs that provide free and voluntary services to families in need. ACS also contracts with non-profit providers to provide foster care services for children unable to safely remain at home. Each year, ACS responds to over 40,000 reports of possible child abuse and/or neglect and makes efforts to connect families to the resources and services that can enable children to remain safely at home. In juvenile justice, ACS manages and contracts for the continuum of services including intensive community-based alternatives for youth and their families, detention and placement. ACS works to ensure families and children have the supports needed to thrive and enjoy self-determination, including childcare, strategies to prevent child injury and community-based approaches to enhance well-being.

ACS aims to afford everyone with disabilities equal opportunities to preserve their families or to become parents, mirroring the opportunities available to those without disabilities.

ACS is compliant with the requirements of a child welfare agency pursuant to Title II of the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. ACS is committed to eliminating discrimination based on disability, extending this commitment to children, parents, legal guardians, caretakers, and individuals seeking to become foster or adoptive parents. ACS will ensure that no person faces exclusion from participation or denial of programs, services and activities provided by ACS because of a qualifying disability.

Mission of OEEO

OEEO is a confidential office, responsible for ensuring ACS's compliance with New York City's Equal Employment Opportunity (EEO) Policy, as well as federal, state, and local law that prohibits employment discrimination. The City's EEO policy prohibits discriminatory employment actions against City employees and job applicants based on defined protected characteristics, whether actual or perceived. OEEO also implements ACS's Americans with Disabilities Act (ADA) Procedure. This policy ensures that clients with disabilities have equal access to ACS's services and facilities. ACS's ADA Coordinator is also responsible for ensuring that ACS's websites and other means of access to its services, workplaces, and facilities are accessible to people with disabilities. OEEO's mission is to ensure ACS complies with all federal, state, and local laws governing anti-discrimination and equal access. OEEO accomplishes this by investigating discrimination complaints, processing employee requests for reasonable accommodations, conducting training and advising staff on policy compliance and best practices.

Executive Summary

ACS is committed to providing and strengthening disability access across its services and facilities, aiming to create an inclusive environment for all individuals. In collaboration with the Mayor's Office for People with Disabilities (MOPD), ACS received checklists addressing Digital Accessibility, Workplace Inclusion, Effective Communication, Physical Accessibility and Programmatic Access. These checklists were developed to evaluate the current standing of disability access throughout NYC agencies. Beginning in spring 2023, MOPD conducted information sessions aimed at guiding the city's agencies in creating disability access plans and highlighting key areas for improvement and fostering awareness regarding best practices on disability access.

In response to the above listed checklists provided by MOPD, OEEO established a committee made up of representatives from various divisions within ACS including members from the Office of General Counsel, Office of Human Resources, Office of Information Technology, Administration, Financial Services and other divisions and program offices actively involved in public-facing services. OEEO then distributed the Digital Accessibility, Workplace Inclusion, and Effective Communication checklists to the divisions.

Upon receiving the completed checklists, OEEO analyzed the responses from each division and developed recommendations to enhance disability access to ensure that the agency improves inclusivity and accessibility for persons with disabilities.

OEEO is in the process of expanding the provided Physical Accessibility and Programmatic Access checklists and developing more detailed assessments aimed at evaluating our standing, specific to the unique programs, services, activities provided and all twenty-one locations. In addition, ACS plans to collaborate with external agencies that represent various disability communities. This collaboration aims to gather feedback, insights and recommendations to ensure that the five-year disability access plan aligns with everyone's needs.

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Digital Accessibility Statement

ACS is committed to ensuring its digital content is accessible to and usable by people with disabilities. We are continually improving the user experience for everyone and applying the relevant accessibility standards.

Information regarding accessibility can be found by visiting our website: ACS Website Accessibility Statement.

Agency Plan (A-F)

A. Digital Accessibility

Anticipated Timeframe:

- June 2024 to December 2024
  - Collaboration with MOPD for available digital accessibility trainings and recommended guidelines
  - Distribution of current digital accessibility standards to relevant divisions
  - Review of internal and external website for maintenance of current digital accessibility standards
- January 2025 to June 2025
  - Compiling list of community-based disability groups for conducting first person perspective user-testing
  - User testing of public website
- July 2025 to June 2026
  - Implementation, if necessary and feasible, of current digital accessibility standards
  - Implementation, if necessary and feasible, of user-testing suggestions
- July 2026 to May 2028
  - Assessment of internal and external website for maintenance of accessibility standards and guidelines

The ACS divisions that were surveyed and that provided feedback were:

- The Office of Information Technology (OIT) which is tasked with the responsibility of providing high-quality, reliable, sustainable technology services and support to

meet the needs of the families and children we serve through ACS and its vendor partners and other city agencies

- The Division of External Affairs (DEA) which works with both internal and external stakeholders through internal and external communications, intergovernmental affairs, interagency affairs, constituent services and language access services

During the period of ACS's Five-Year Disability Access Plan, ACS will:

1. Designate a Digital Inclusion Officer (DIO)
    - ACS will designate a Digital Inclusion Officer with a structured role who will be responsible for maintaining current digital accessibility standards and actively work towards enhancing digital accessibility
2. Continue periodic testing to assess ACS website accessibility
    - ACS currently uses the Web Accessibility Evaluation (WAVE) tool for assessing digital accessibility
3. Expand periodic testing to assess ACS website accessibility
    - ACS will collaborate with MOPD and community-based disability organizations for firsthand perspective user-testing to identify specific areas for improvement and implement changes that go beyond automated testing tools
4. Implement recommended guidelines to improve ACS's website accessibility
    - ACS will perform ongoing testing for digital accessibility with continued refinement incorporating user feedback and updates in digital accessibility guidelines based on feasibility
5. Continue closed captioning for all ACS-created videos on its external and internal websites including original social media posts
    - As of January 2024, ACS has provided closed captioning on all videos created by ACS posted on both external and internal websites as well as ACS-managed social media platforms with plans to go beyond auto-generated AI captions
6. Expand Alternative (Alt) Text for all ACS-created images on its external and internal websites including original social media images
    - As of January 2024, ACS has provided text for all ACS-created images on its external and internal websites including original social media images
    - ACS will expand text caption on original ACS images to meaningful Alternative (Alt) Text for all ACS-created images on its external and internal websites including original social media images

7. Continue accessibility standards for mass emails
    - ACS will continue following best practices in distribution of mass emails (to the public and agencywide) following current accessibility guidelines, including the use of accessible templates and incorporation of meaningful Alternative (Alt) Text for images
    - ACS will promote attendance and distribute, when available, MOPD sponsored trainings such as Accessible Communications
8. Train in best practices for ACS-hosted virtual, in-person and hybrid public meetings
    - ACS will promote attendance to trainings, to educate staff responsible for conducting virtual or hybrid public meetings on digital accessibility best practices when available
    - ACS will continue attendance to trainings for staff responsible for creating digital content on digital accessibility best practices, when available
9. Evaluate digital applications created and used exclusively by ACS and its contractors to rate against Web Content Accessibility Guidelines (WCAG) standards
    - ACS will examine all internal digital applications and those with web-based interfaces to ensure compliance with WCAG

B. Effective Communication

Anticipated Timeframe:

- June 2024 to December 2024
    - Collaboration with MOPD for recommended effective communication guidelines
    - Distribution of current effective communication guidelines to all divisions
- January 2025 to June 2025
    - Review of printed and digital material shared with the public by ACS
- July 2025 to June 2026
    - Staff Training on effective communication best practices for staff responsible for composing material shared with the public
    - Staff Training on effective communication best practices, guidelines, language and assistive technology
- July 2026 to December 2026
    - Creation of standard language for internal and external communications

- January 2027 to December 2027
    - Implementation of effective communication standards throughout ACS
- January 2027 to May 2028
    - Assessment of effective communication standards throughout all ACS divisions

The ACS divisions that were surveyed and that provided feedback were:

- The Division of Child and Family Well-Being (CFWB) which provides access to quality resources and opportunities that promote child and family well-being, enhances families' capacity to thrive, and helps minimize child welfare system involvement
- The Division of Child Protection (DCP) which is charged with responding to all allegations of child abuse and maltreatment that the City receives from the New York Statewide Central Register of Child Abuse and Maltreatment and connect families to services and supports that keep children safe
- The Division of Family Permanency Services (FPS) which ensures that high quality services are provided to children in foster care by providing partner agency staff with technical assistance and services support
- The Division of External Affairs (DEA) which works with both internal and external stakeholders through internal and external communications, intergovernmental affairs, interagency affairs, constituent services and language access services
- The Office of Human Resources (OHR) which is a critical component in managing the agency's most valuable resources -- our employees – and offers a variety of recruitment support functions, training and development opportunities, and time and leave services
- The Division of Youth and Family Justice (DYFJ) which provides and oversees a comprehensive juvenile justice continuum of services for youth and families in New York City
- The Office of Equal Employment Opportunity (OEEO) which is responsible for ensuring ACS's compliance with New York City's Equal Employment Opportunity (EEO) Policy, and federal, state, and local laws that prohibit employment discrimination, as well as ensuring disability access

During the period of ACS's Five-Year Disability Access Plan, ACS will:

1. Create standard effective communication guidelines for the agency

- ACS will develop standardized guidelines and wording throughout the agency for documents and forms used by the public
- ACS will train staff, through MOPD or other external organizations' sponsored trainings and available materials, on effective communication guidelines, language and evolving assistive technology and aids

2. Encourage and facilitate information sharing amongst divisions
   - ACS will encourage that divisions adhering to effective communication best practices share strategies at periodic cross-divisional meetings
3. Periodic Assessments
   - ACS will conduct periodic assessments and feedback mechanisms to monitor each division's progress in adopting and maintaining effective communication standards
4. OEEO Support and Resources
   - Upon request, ACS will, by way of OEEO, provide necessary support and resources to divisions striving to enhance effective communication. Assistance can include technological resources, expert consultations, or additional training referrals and distribution of available material
5. Upon request, ACS will continue to provide information to staff and the public in accessible formats including hard copy, large print, and braille

C. Workplace Inclusion

Anticipated Timeframe:

- June 2024 to December 2024
  - Creation and distribution of guidelines and standardized wording for notification of reasonable accommodation request procedure on all job posts and correspondence with job candidates
- January 2025 to June 2025
  - Review of printed and digital material distributed to the public by ACS
- July 2025 to June 2026
  - Training on disability etiquette guidelines for staff responsible for composing material distributed to the public
  - Training on disability etiquette best practices

- July 2026 to June 2027
    - Implementation of workplace inclusion standards throughout all ACS divisions
- June 2027 to May 2028
    - Assessment of workplace inclusion standards throughout all ACS Divisions

The ACS divisions that were surveyed and provided feedback were:

- The Division of Child and Family Well-Being (CFWB) which provides access to quality resources and opportunities that promote child and family well-being, enhances families' capacity to thrive, and helps minimize child welfare system involvement
- The Division of Child Protection (DCP) which is charged with responding to all allegations of child abuse and maltreatment that the City receives from the New York Statewide Central Register of Child Abuse and Maltreatment and connect families with services and supports to keep children safe
- The Division of Family Permanency Services (FPS) which ensures that high quality services are provided to children in foster care by providing partner agency staff with technical assistance and services support
- The Division of External Affairs (DEA) which works with both internal and external stakeholders through internal and external communications, intergovernmental affairs, interagency affairs, constituent services and language access services
- The Office of Human Resources (OHR) which is a critical component in managing the agency's most valuable resources -- our employees -- and offers a variety of recruitment support functions, training and development opportunities, and time and leave services
- The Division of Youth and Family Justice (DYFJ) which provides and oversees a comprehensive juvenile justice continuum of services for youth and families in New York City
- The Office of Equal Employment Opportunity (OEEO) which is responsible for ensuring ACS's compliance with New York City's Equal Employment Opportunity (EEO) Policy, and federal, state, and local laws that prohibit employment discrimination, as well as ensuring disability access

During the period of ACS's Five-Year Disability Access Plan, ACS will:

1. Create standard wording for recruitment and hiring throughout the agency

- ACS will develop standardized guidelines and wording throughout the agency, such as mandatory notification of reasonable accommodation request procedure on all job postings and correspondence with job candidates

2. Train on existing accommodations for candidates during in-person interviews
   - ACS will train staff members conducting and/or organizing in-person interviews on arranging necessary accommodations, such as auxiliary aids, interpreter services, identifying wheelchair-accessible spaces and accessible restrooms
3. Train on providing accommodations for candidates during virtual interviews
   - ACS will train staff members conducting and/or organizing virtual interviews on arranging necessary accommodations, such as auxiliary aids and interpreter services
4. Require attendance to training and programs, such as Disability Etiquette & Awareness Training, for staff members responsible for recruiting, hiring, and interviewing job candidates
   - ACS will require bi-annual participation of all hiring managers in the Disability Etiquette & Awareness Training available on NYC Citynet
5. Expand internship and fellowship opportunities for people with disabilities
   - ACS will further collaborate with the disability organizations to promote employment opportunities such as working with Partnerships for Inclusive Internships

D. Physical Access

Anticipated Timeframe:

- June 2024 to December 2024
  - Research community-based organizations and New York City agencies to provide assistance with expanding ADA checklist for ACS-specific assessment tool
- January 2025 to June 2026
  - On-site physical access assessment of twenty-one ACS locations
- July 2026 to June 2027

  Training and/or education of staff on use of accessible spaces throughout ACS-owned and managed locations
- July 2027 to May 2028

- Assessment of physical access standards throughout all ACS-owned and managed locations

The ACS division that was surveyed and provided feedback was:

- The Division of Administration (ADMIN) which provides a wide range of support services throughout the agency to ensure all Divisions receive adequate and efficient support services to carry out their respective missions. ADMIN works collaboratively with many program areas offering internal resources and support necessary to function efficiently and effectively. ADMIN provides services in the areas of building maintenance, occupational safety and health, operational support, security, transportation, and print production

ACS will be relocating its leased headquarters located at 150 William Street, New York, NY 10038 to 110 William Street, New York, NY 10038 in stages, starting approximately during the spring of 2025 through the end of 2026. The new location is currently in the design phase. Per ADMIN, the contractor for the new location will be responsible for the design and construction of accessible spaces. While the building's common areas remain the responsibility of the Department of Citywide Administrative Services (DCAS), ACS will manage all other areas of the office to ensure compliance to ADA guidelines.

During the period of ACS's Five-Year Disability Access Plan, ACS will:

1. Install clear identifiable markers for accessible areas
    - ACS will install - based on feasibility - braille on bathroom, elevator and office signage and all areas where there is directional signage
2. Continue educating staff on physical accessibility standards for permitting persons with disabilities into all spaces where members of the public are allowed to go
3. Continue educating staff on allowing service animals in all areas where persons without service animals are allowed to go
4. OEEO will collaborate with community-based organizations and other New York City agencies to build upon Physical Accessibility checklist to assess access across twenty-one (21) ACS managed work locations throughout the five boroughs:

Borough	Address	Floors
Manhattan	55 W. 125th Street New York, NY 10027	2nd, 3rd, 4th,6th, 12th
Manhattan	1753 Park Avenue New York, NY 10035	2nd
Manhattan (City Owned)	492 1st Avenue New York, NY 10016	Ground
Manhattan	110 William Street New York, NY 10038	13th and 14th
Brooklyn	1274 Bedford Avenue Brooklyn NY 11216	Entire building - 6 floors
Brooklyn	2554 Linden Boulevard Brooklyn NY 11208	Entire building- 2 floors
Brooklyn (City Owned)	345 Adams Street Brooklyn NY 11201	8th and 9th
Brooklyn	320 Schermerhorn Brooklyn, NY 11201	1st
Queens	165-15 Archer Avenue Queens, NY 11433	1st, 2nd, 3rd, 4th and 5th
Queens	92-31 Union Hall Street Queens NY 11433 (aka 162-10 Jamaica Avenue)	3rd
Queens	90-25 161st Street Queens NY 11433 (161-01 Jamaica Avenue)	3rd and 4th
Queens	112-25 Queens Boulevard Forest Hills, NY	3rd
Bronx	2501 Grand Concourse Bronx, NY 10468	4th
Bronx	1200 Water Place Bronx, NY 10461	3rd
Bronx	1775 Grand Concourse Bronx NY	5th
Brooklyn	12 Metrotech Brooklyn NY 11201	26th, 27th, 28th and 30th floors

Bronx	2100 Bartow Avenue Bronx, NY 10475	Portion of 2nd floor and private 1st floor lobby
Bronx (City Owned)	151 151st Street Bronx, NY 10451	5th
Staten Island	350 Saint Marks Place Staten-Island, NY 10301	1st, 3rd, 4th and 5th
Staten Island	130 Stuyvesant Place Staten-Island, NY 10301	5th

5. OEEO will collaborate with community-based organizations and other New York City agencies to perform on-site assessments of twenty-one (21) ACS managed work locations throughout the five boroughs to check physical access against disability access guidelines
6. Continue notifying staff on emergency evacuation assistance procedure
    - In December of 2023, an All-Staff Bulletin was distributed to ACS employees at ACS Headquarters-150 William Street New York, NY 10038- outlining procedure for individuals with communication (verbal, auditory, visual, etc.), cognitive, and/or physical disabilities, who may require evacuation assistance in the event of an emergency
    - ACS will continue post and upkeep directional signage in accessible formats listing emergency evacuation procedure

E. Programmatic Access

Anticipated Timeframe:

- June 2024 to December 2024
    - Expansion of Program Accessibility checklist for ACS-specific programs, services and activities to distribute to ACS Divisions
    - Survey of ACS programs and service areas
- January 2025 to December 2025
    - Review of returned assessment tool of all ACS programs and service areas
- January 2026 to December 2027
    - Creation of ACS-specific disability access guidelines for all programs, services, and activities

  - Training on disability best practices for public facing staff responsible for providing child welfare services January 2027 to June 2027
  - Distribution of programmatic access guidelines to ACS programs and service areas
- January 2027 (On-going)
  - Assessment of accessibility standards throughout all ACS program, services and activities

The ACS unit consulted was:

- The Developmental Disability Unit (DDU) supports families with Intellectual Disabilities (ID)/Developmental Disorders (DD) and Autism – Identification, Eligibility, Assessments, Service Linkages, Training and Care Coordination and provide parents with known/suspected ID/DD diagnosis with training, coaching, and service linkage. DDU facilitates trainings for ACS divisions and external agencies.

During the period of ACS's Five-Year Disability Access Plan, ACS will:

1. ACS will create a customized checklist to evaluate the status of programmatic access specific to its programs, services, and activities
2. ACS will systematically examine all its programs, services, and activities to ensure accessibility for persons with disabilities and remove barriers that may prevent staff, ACS clients and members of the public from participating

F. Additional Proposals

Timeframe for Implementation: 2024-2028

In addition to the recommendations based on the feedback from the committee comprised of various divisions of ACS, OEEO recommends the following to enhance inclusion and access for people with disabilities:

- Posting available trainings geared toward disability access on the ACS intranet for voluntary attendance
- Reviewing budget and resource information to improve disability access based on necessity and feasibility

G. Public posting period of ACS's Five-Year Disability Access Plan

Timeframe:

- December 29, 2023
  - ACS's Proposed Five-Year Disability Access Plan posted on external website
  - ACS's Proposed Five-Year Disability Access Plan posted on MOPD website
- January 31, 2024
  - ACS's Proposed Five-Year Disability Access Plan distributed to ACS Disability Access Plan Committee
- February 15, 2024
  - Comment received via MOPD's Agency Accessibility Plans website
- February 12, 2024 to February 20, 2024
  - Feedback received from ACS Disability Access Plan Committee
  - Conferences with each division part of Disability Access Plan Committee
- February 16, 2024
  - Public comment period closed

ACS's Proposed Five-Year Disability Access Plan was posted on ACS's external website and MOPD's Agency Accessibility Plans website on December 29, 2023, for public comment as required. In addition, MOPD publicized the site via its email distribution list, social media channels and quarterly community meeting in early January. One comment was received via MOPD's posting, regarding staff disability awareness training and evacuation of people who require assistance during emergencies, which has been addressed in the plan above. The plan was also distributed among ACS's Disability Access Plan Committee members and other relevant stakeholders within the agency. OEEO then convened with the committee members to gather feedback and offer clarification on the proposed plan. Insights gathered were carefully considered and incorporated into the final version of the plan based on necessity and feasibility.

H. Disability Training and Access at ACS

Recognizing the importance of inclusivity, ACS will continue to make necessary adjustments to its services, programs, and activities to accommodate persons with disabilities as required by law. ACS is committed to enhancing disability access by ensuring the delivery of high-quality child welfare services. Training will aim to equip

staff with the knowledge and skills necessary to create an accessible and supportive environment for all. Training will cover a range of topics such as understanding disability, effective communication strategies, physical accessibility, document accessibility and the distribution of resources and tools that can be utilized to enhance accessibility. Through ongoing education, ACS aims to create an environment that fosters inclusivity and equitable opportunities for all.

ACS has undertaken several initiatives that enhance disability accessibility throughout the agency. In December 2023, an All-Staff Bulletin was circulated via email and conspicuously posted throughout 150 William Street, New York, NY 10038, outlining the evacuation procedure for staff with communication (verbal, auditory, visual, etc.), cognitive, and/or physical disabilities who may require assistance in the event of an emergency. In December 2023, ACS updated its internal and external websites to streamline information regarding Agency Notice of Nondiscrimination/Notice of Rights, reasonable accommodation process, and grievance procedures in accordance with federal, state and local laws. In February 2024, ACS installed an accessible button for entrance and exit to its headquarters, facilitating access for disabled individuals and furthering compliance for physical accessibility law.

In line with the ongoing commitment to provide equal access to ACS's programs, services, and activities, ACS has an existing unit-the Developmental Disability Unit (DDU) available to provide support for ACS's public facing divisions who serve clients living with intellectual disabilities (ID) and developmental disabilities (DD). This unit actively engages in identifying, evaluating, and diagnosing ID/DD and Autism, and aids families in understanding confirmed diagnosis.

DDU currently works with the Division of Child Protection (DCP) to identify and address the needs of individuals with ID/DD and Autism who come under the purview of the child welfare services provided by ACS. DDU Liaisons are assigned to each borough office and serve as a point of contact for DCP, aiding in navigating cases involving ID/DD and Autism, ongoing training and assistance in order to effectively engage with individuals with ID/DD and Autism.