



**THE FLORIDA BAR**

# **Survey on Lawyers with Disabilities**

Sponsored by  
The Florida Bar

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## **Background**

The Disability-Diversity Initiative, a statewide study project of 44 lawyers with disabilities, was conducted by the Disability Independence Group (DIG) during 2005. This initiative was designed to enable attorneys with disabilities to identify and discuss disability issues and barriers to participation in professional and bar activities. One significant recommendation from this project was to conduct a more comprehensive survey of lawyers with disabilities throughout the State of Florida. The Florida Bar and the DIG have since collaborated to develop and implement a survey on lawyers with disabilities.

In May 2006, The Florida Bar and the Disability Independence Group (DIG) initiated this statewide survey of Florida lawyers with disabilities. The questionnaire for the survey was accessible to all Florida Bar members who have disabilities and was made available both online via The Florida Bar's Web site or by request of a printed copy through the Bar's Department of Research, Planning & Evaluation. Measures were taken to assure that only one survey could be obtained by each participating Florida Bar member. The purpose of the survey was to explore the nature and impact of disability on the practice of law; explore issues, strategies and recommendations related to disabilities; and to gather information on accommodations and technical assistance that would enhance the participation of attorneys with disabilities in the Florida legal community; as well as obtaining demographic information on those attorneys who have disabilities.

Data was collected, coded and categorized by The Florida Bar's Department of Research, Planning and Evaluation. The results and this report will next be analyzed by the DIG, who will develop a final report reflecting the experiences of all participants in the survey and will include anecdotal information.

A complete listing of all qualitative responses is available upon request.

## **Sample**

The questionnaire was made available to all members of The Florida Bar with disabilities through The Florida Bar's Web site or by request of a printed copy. By the cut-off date of June 21, 2006, a total of 111 survey responses were placed into a database for analysis. Of those 111 responses, 86 were completions and 25 were past the half-way mark of the survey and considered usable. It is important to note that not all respondents answered all questions.

There will be a second part of the survey research initiative and that will take place within The Florida Bar's Economics & Law Office Management Survey, to be released in August 2006. That survey will be a random sample of The Florida Bar's in-state membership and will attempt to measure the percentage of Florida Bar members who have disabilities. Once that is determined, an error of estimation rate can be established for this survey. Given the response rate of 111, a best guess would be that the error of estimation would be around 9 percent at the 95 percent level of confidence for this survey.

That signifies, that if we had interviewed all members of The Florida Bar who have disabilities, we would be confident that 95 percent of the time, the results would be within plus or minus 9 percent of what this sample found. If, for example, a question achieved a percentage of 80% in favor, it can be interpreted that between 71 and 89 percent of Florida Bar attorneys with disabilities are in favor of that issue. Note that the margin of error will be even higher for those questions with even fewer responses.

In reporting the results, all percentages were rounded to the nearest whole percent (example: 74.5% equals 75%). For this reason, totals may vary from 99% to 101%. Note that several questions are "Multiple Response Questions." This means that respondents were encouraged to check all responses which apply to a given situation. Thus, multiple response questions will not total 100 percent. Several measures of central tendency are mentioned throughout this report:

- mean:** the average for all values given for the total sample of each question. The mean is calculated by adding all of the responses and then dividing by the total number of responses received.
- median:** the middle value of a series of numbers which are initially rank ordered. Half the numbers will be greater than the median and half the numbers will be less than the median.
- mode:** the point for which most values are given for the entire sample.
- range:** the highest and lowest values given for the total sample for each question.
- “n”:** the number of responses that were received for a particular question or response category.

Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. Other values are occasionally listed, however, to provide the reader with a full scope of information.

## 2006 Survey on Lawyers with Disabilities

(Total number of respondents = 111)

### Question 1: What is your legal occupation or classification?

	Private Practice	Percent
Sole practitioner		36
Associate		8
Partner/shareholder		5
Other private practitioner		4
Managing partner		<1
Of counsel		<1
Practitioner with 1 or more associates		<1
<b>Government Practice</b>		
State government attorney		12
Local government attorney		3
Federal government attorney		0
Judge		0
<b>Other Position</b>		
Legal aid/legal service		5
Corporate counsel		2
Non-legal position		<1
Not employed at this time		16
Other		7

Over half (55%) of all respondents are employed in private practice positions. Fifteen percent of all respondents are in government practice positions, while 16% report not being employed at the moment.

Considering only those respondents who are currently employed, 65% are in private practice positions and 17% are in government practice positions. 42% are sole practitioners and 14% are state government attorneys.

**Question 2: Please list each disability you have and then briefly describe its nature and extent**

<b>Disability</b>	<b>Responses</b>
Vision Impairment (total blindness, one eye blind, sight impairment)	14
Hearing Impairment (total deafness, one ear deaf, auditory impairment)	14
Bipolar Disorder	9
Spinal Cord Injury	8
Spinal Muscular Atrophy, Muscular Dystrophy, Multiple Sclerosis	8
Attention Deficit Disorder, Attention Deficit Hyperactivity Disorder	7
Depreciation of motor skills	7
Paralysis (Paraplegia, Quadriplegia, Other Paralysis)	7
Anxiety Disorder (includes Claustrophobia, OCD)	5
Chronic Pain	4
Cancer	3
Speech Impediment	3
Arthritis	3

A total of 108 respondents listed 144 disabilities as several respondents reported having more than one disability. Each response was reviewed and categorized. The table above lists the thirteen most frequently mentioned categories.

**Question 3: What skill or function areas are affected by your disability?**

<b>Category</b>	<b>Percent</b>
Mobility	51
Physical health	33
Mental health	27
Vision	24
Fine motor skills and manual dexterity	22
Hearing	19
Speech	14
Respiratory	7
Other	11

(Multiple response question – check all that apply)

Just over half (51%) of all respondents report that their mobility is affected by their disability. One-third (33%) report their physical health being affected, while just over one-quarter (27%) report their mental health being affected by their disability.

#### **Question 4: What was the age of onset for your disability?**

<b>Category</b>	<b>Percent</b>
At birth	18
1-10 years of age	10
11-20 years of age	11
21-30 years of age	15
31-40 years of age	19
41-50 years of age	19
51-60 years of age	7
61-70 years of age	0
Over 70 years of age	1

Nearly two-fifths (38%) of all respondents report that the onset of their disability occurred while they were between 31 and 50 years of age. Eighteen percent report that the onset of their disability occurred at birth.

#### **Question 5: Was the onset before you went to law school?**

<b>Category</b>	<b>Percent</b>
Yes	50
No	50

Half of all respondents report that the onset of their disability occurred before they attended law school.

#### **Question 6: Is your disability visible/apparent?**

<b>Category</b>	<b>Percent</b>
Yes	41
No	41
Other	19

Just over two-fifths (41%) of all respondents report that their disability is visible or apparent. A total of 19 respondents provided a response under the “Other” category with the most frequently mentioned category being ‘not always apparent/depends on circumstance’.

**Question 7: How would you describe how your current employer treats you with regard to your disability?**

<b>Category</b>	<b>Percent</b>
The same as other staff in the workplace	43
Less favorably than other staff in the work place	4
More favorably than other staff in the work place	2
Self employed/not employed/does not apply	52

**Question 7(a): How would you describe how your current employer treats you with regard to your disability?**

<b>Category (n = 52)</b>	<b>Percent</b>
The same as other staff in the workplace	88
Less favorably than other staff in the work place	8
More favorably than other staff in the work place	4

(Only considering those respondents who are currently employed in law firms or legal offices of two or more)

A large majority (88%) of all respondents who are currently employed in law firms or legal offices of two or more report that, with regard to their disability, their current employer treats them the same as other staff in the workplace.

**n = number of responses received**

## **Experiences**

**Question 8: In general, do you/did you disclose your disability to any of the following?**

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Does Not Apply Percent</b>
Co-workers	62	17	21
Clients	51	26	23
Employers or supervisors	48	21	31
Judges, admin. personnel and other court personnel	41	32	27
Opposing counsel/co-counsel	35	37	28
Law school professors/staff/students	24	23	54
Bar exam administrators	23	26	52
Law school admission administration	20	26	54
Law School Admission Council (LSAC)	17	28	55
Opposing parties	16	44	40
Other law-related individuals or parties	37	30	33

Concerning disclosure, respondents are more likely to disclose their disability to co-workers, clients and employers or supervisors. They are less likely to disclose their disability to opposing parties.

**Question 8(a): In general, do you/did you disclose your disability to any of the following?**

(Only includes applicable respondents)

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Co-workers	78	22	(n = 88)
Employers or supervisors	70	30	(n = 76)
Clients	66	34	(n = 85)
Judges, admin. personnel and other court personnel	56	44	(n = 81)
Law school professors/staff/students	51	49	(n = 51)
Opposing counsel/co-counsel	49	51	(n = 80)
Bar exam administrators	47	53	(n = 53)
Law school admission administration	43	57	(n = 51)
Law School Admission Council (LSAC)	38	62	(n = 50)
Opposing parties	27	73	(n = 67)
Other law-related individuals or parties	55	45	(n = 74)

**n = number of responses received**

**Question 9: When did you disclose your disability to your current employer?**

<b>Category (n = 85)</b>	<b>Percent</b>
At some other time	21
During the interview	20
After receiving an offer	14
On my resume	6
I am self employed	32
I have not yet disclosed my disability	7

**Question 9(a): When did you disclose your disability to your current employer?**

<b>Category (n = 51)</b>	<b>Percent</b>
At some other time	35
During the interview	33
After receiving an offer	23
On my resume	10

(Only includes those respondents who are currently employed in law firms or legal offices of two or more and have disclosed their disability)

One-third (33%) of all respondents, who are currently employed in law firms or legal offices of two or more and have disclosed their disability to their employer, report that disclosure of the disability occurred during the job interview. Just under one-quarter (23%) report doing so after receiving an offer.

**Question 9(b): If you have not disclosed your disability to your employer, please briefly explain why.**

A total of 23 respondents provided reasons pertaining to why they did not disclose their disability to their current employer. Each comment was reviewed and categorized. The table below lists the three most frequently mentioned categories.

Category	Responses
Do not practice/unable to practice	6
Afraid others will misunderstand/treat them differently	3
Self-employed	3

**Question 10: On a scale of 1 (extremely supportive and accommodating) to 10 (extremely hostile), please rate how supportive you feel your current work environment is for a person with a disability.**

(Only includes those respondents currently employed in a law firm or legal office with two or more)

1 to 3 (Supportive)	62
4 to 5	16
6 to 7	6
8 to 10 (Hostile)	16

Mean = 3.6

Median = 3

Over three-fifths (62%) of all respondents report that their work environment is supportive for a person with a disability.

**Question 11: Please briefly explain the reason for your rating and provide examples (no personal names) indicating whether there are exceptions to the general atmosphere of the work environment (e.g. everyone is great, except for one insensitive attorney):**

A total of 72 respondents explained the reason for their rating. Each reason was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Office/staff are accommodating/positive commentary	32
Problems involving co-workers/supervisors	15
Problems involving courts/judges	8

**Question 12: Did an employer require you to have a medical exam prior to employment?**

<b>Category</b>	<b>Percent</b>
Yes	4
No/Does not apply	96

A total of four respondents report that an employer required them to have a medical exam prior to employment.

**Question 12(a): If yes, please indicate when the medical exam took place**

<b>Category (n = 4)</b>	<b>Percent</b>
Before an offer was made	50
After an offer was made	50

Of the four respondents, two state that the medical examination took place before an offer was made, while two indicate the medical examination occurred after an offer was made. No explanations or details were provided.

**Question 13: If you were required to take a medical exam prior to employment, to the best of your knowledge, was a medical exam required of all prospective employees?**

<b>Category (n = 4)</b>	<b>Percent</b>
Yes	25
No	0
Does not apply	0
Not sure	75

**Question 14: Has your employer ever asked questions about your disability that you felt were inappropriate?**

Category	Percent
Yes	15
No	43
Does not apply	42

**Question 14(a): Has your employer ever asked questions about your disability that you felt were inappropriate?**

(Only includes applicable respondents)

Category (n = 63)	Percent
Yes	26
No	74

Almost three-quarters (74%) of all applicable respondents report that their employer has not asked inappropriate questions about their disability.

**Question 14(b): If yes, please indicate when these instances occurred**

(Multiple response question – check all that apply)

Category (n = 17)	Percent
Post job offer	53
Accommodations process	35
Interview	29
Performance review	29
Other	29

A total of seventeen respondents indicate that their employer asked inappropriate questions about their disability. Over half (53%) of those respondents report that instances occurred during the interview, while just over one-third (35%) state that instances occurred during the accommodations process.

**Question 14(c): If you feel inappropriate questions were asked, please briefly describe them.**

A total of 12 respondents provided examples of inappropriate questions that were asked by employers. The most frequently mentioned category pertains to questions that are personal in nature or offensive.

**Question 15: Have you encountered negative comments about your disability from any of the following?**

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Does Not Apply Percent</b>
Opposing parties/opposing counsel	23	48	30
Judges	22	47	32
Colleagues/co-workers	22	53	25
Court personnel and non-judicial officers (e.g. magistrates, hearing officers)	17	52	31
Clients	16	50	34
Employers or supervisors	15	49	36
Co-counsel	14	51	35
Office management staff	12	51	37
Law school students	10	34	56
Law school admissions staff/professors/admin	8	34	58
Board of Bar Examiners staff	5	40	55
Law School Admission Council (LSAC)	3	40	58
Other	7	36	57

**Question 15(a). Have you encountered negative comments about your disability from any of the following?**

(Only includes applicable respondents)

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Opposing parties/opposing counsel	32	68	(n = 78)
Judges	32	68	(n = 76)
Colleagues/co-workers	29	71	(n = 83)
Court personnel and non-judicial officers (e.g. magistrates, hearing officers)	25	75	(n = 77)
Clients	25	75	(n = 73)
Employers or supervisors	24	76	(n = 71)
Law school students	22	78	(n = 49)
Co-counsel	21	79	(n = 72)
Office management staff	19	81	(n = 70)
Law school admissions staff/professors/admin.	19	81	(n = 47)
Board of Bar Examiners staff	12	88	(n = 50)
Law School Admission Council (LSAC)	6	94	(n = 47)
Other	17	83	(n = 48)

Several respondents checked the “Other” category, however, only one respondent provided a response. That respondent cited ‘prospective employees’.

**Question 15(b). If you answered yes to any of the categories in Question 15, please briefly describe what you encountered.**

A total of 4 respondents described the negative commentary that was made about their disability. The table below lists a category pertaining to each of those four responses.

<b>Category</b>	<b>Number of Responses</b>
Hearing problem – comments would have to be very indiscrete to hear	1
Do not recall specifics	1
Employees felt they would be inconvenienced by fragrant free environment	1
Offensive jokes made	1

**Question 16: Have you requested reasonable accommodations at your job?**

<b>Category</b>	<b>Percent</b>
Yes	42
No	26
Does not apply	32

**Question 16(a): Have you requested reasonable accommodations at your job?**

(Only includes applicable respondents)

<b>Category (n = 76)</b>	<b>Percent</b>
Yes	62
No	38

Over three-fifths (62%) of all applicable respondents report that they have requested reasonable accommodations at their job.

**Question 16(b): If yes, please list the accommodations and briefly describe the process**

A total of 46 respondents listed at least one specific accommodation that they requested at their job. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

Category	Number of Responses
Revisions to office/adaptations in office equipment	15
Flexibility in work schedule/time away from the office	9
Access related accommodation	7
Staff assistance	6

**Question 17: Have you encountered a refusal or resistance to make reasonable accommodations for your disability in any of the following areas?**

Category	Yes Percent	No Percent	Does Not Apply Percent
Court hearings	21	41	38
Opposing counsel/parties interaction	15	43	41
Conferences and professional meetings	15	47	38
Employment	15	50	35
Depositions and mediations	14	45	41
Colleague interaction	14	46	41
State or voluntary bar activities	13	44	43
Bar exam application, process and Bar exam	9	39	52
Law school classes and activities (including study groups, exams, academic or social functions)	8	40	52
Non-judicial and administrative proceedings	8	47	45
Client interaction	7	48	45
Law School Admission Council (LSAC)/ application and test (LSAT)	6	39	55
LSAT preparation course	5	37	58
Bar examination preparation courses	5	39	56
Law school admissions application and process	5	40	55
Other	5	35	60

**Question 17(a): Have you encountered a refusal or resistance to make reasonable accommodations for your disability in any of the following areas?**

(Only includes applicable respondents)

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Court hearings	33	67	(n = 69)
Opposing counsel/parties interaction	26	74	(n = 65)
Conferences and professional meetings	25	75	(n = 69)
Employment	24	76	(n = 72)
Depositions and mediations	23	77	(n = 65)
Colleague interaction	23	77	(n = 66)
State or voluntary bar activities	22	78	(n = 63)\
Bar exam application, process and Bar exam	19	81	(n = 53)
Law school classes and activities (including study groups, exams, academic or social functions)	17	83	(n = 53)
Non-judicial and administrative proceedings	15	85	(n = 61)
Law School Admission Council (LSAC)/application and test (LSAT)	14	86	(n = 50)
Client interaction	13	87	(n = 61)
LSAT preparation course	13	87	(n = 47)
Bar examination preparation courses	12	88	(n = 49)
Law school admissions application and process	12	88	(n = 50)
Other	11	89	(n = 44)

The highest percentage of refusals/resistance to make reasonable accommodations occurs with court hearings.

**Question 17(b): If yes to any of the above, please briefly describe what you encountered.**

A total of 6 respondents provided a description of a refusal or resistance to make reasonable accommodations for their disability. Each reason was reviewed and categorized. The table below lists each of the six categories.

<b>Category</b>	<b>Number of Responses</b>
Refusal to provide clerical support, specifically readers	1
Not allowed to sit in court during questioning/cross-examination	1
Could not obtain large print Bar examination prep course materials	1
No tangible advice/assistance was provided by FLA	1
Colleagues refused to remove air fresheners or warn about pesticide	1
Could not get CLE outlines/materials in alternative format	1

**Question 18: If you need accommodations within your legal work place/office, and an expense is associated with the accommodation, is this expense?**

Category	Percent
A one-time only expense	16
Part is ongoing and part is one-time	15
Ongoing	11
Does not apply	58

**Question 18(a): If you need accommodations within your legal work place/office, and an expense is associated with the accommodation, is this expense?**

(Includes only applicable respondents)

Category (n = 46)	Percent
A one-time only expense	38
Part is ongoing and part is one-time	36
Ongoing	26

Almost two-fifths (38%) of all respondents who need accommodations within their legal work place/ office report that their the expense associated with the accommodation is a one-time only expense. Over one-third (36%) report that part is ongoing and part is one-time, while about one-quarter (26%) report the expense to be ongoing.

**Question 18b: Annually, what is the approximate cost for accommodations needed in your workplace?**

Category (n = 23)	Percent
\$100 or less	26
\$101 to \$500	13
\$501 to \$1,000	13
\$1,001 to \$5,000	18
\$5,001 to \$10,000	4
\$10,001 to \$50,000	17
More than \$50,000	9

Median = \$1,000

Range = \$50 to \$250,000

Almost two-fifths (39%) of all respondents receiving accommodations report that the approximate cost for their workplace accommodations is \$500 or less. Just over one-quarter (26%) report that it is over \$10,000. The median is \$1,000.

**Question 19: Do you think you have been denied employment opportunities because of your disability in any of the following?**

(Multiple response question – check all that apply)

<b>Category</b>	<b>Yes Percent</b>
Recruitment or hiring	31
Retention or promotion	22
Training, job assignments or evaluations	16
Leave, layoff or termination	12
Other	11

Slightly less than one-third (31%) of all respondents report being denied employment opportunities in the recruitment or hiring phase because of their disability. Just over one-fifth (23%) report being denied employment opportunities during the retention or promotion phase.

**Question 19(a): If yes to any of the items in Question 19, please describe.**

A total of 46 respondents listed at least one specific comment relating to being denied employment opportunities because of their disability. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Denied opportunities related to recruitment or hiring	14
Denied opportunities related to retention or promotion	14
Denied opportunities related to training, job assignments or evaluations	5
Denied opportunities related to leave, layoff or termination	5

**Question 20: Using the scale provided, please indicate to what extent you agree or disagree with the following statements:**

<b>Description</b>	<b>Agree/Strongly Agree Percent</b>	<b>Neutral Percent</b>	<b>Agree/Strongly Disagree Percent</b>
I have received equal employment benefits (health, vacation, sick leave etc.)	69	12	19
Employers perceive or fear that the cost of health insurance would increase if they hire persons with disabilities.	64	20	17
My employer and I have used various technologies to enhance or perform an essential job function (e.g. video-conferencing, telecommuting, conference calls, adaptive computer technology, Net Meeting, file sharing for remote computer use)	35	52	12
Travel requirements have limited my career development	30	18	52
I have been denied access to other benefits and activities of employment (such as training and social functions) because of my disability, a lack of accommodations or accessibility.	27	22	51

**Question 21: If you have recently used the Consolidated Omnibus Budget Reconciliation Act (COBRA), did you have difficulty purchasing health insurance after COBRA?**

<b>Category (n = 31)</b>	<b>Percent</b>
Yes	45
No	55

Nearly half (45%) of all respondents who have recently used the COBRA report having difficulty purchasing health insurance afterwards.

**Question 22: If The Florida Bar offered group health insurance, would you participate?**

<b>Category</b>	<b>Percent</b>
Yes	24
No	22
Maybe	54

Over three-quarters (78%) of all respondents indicate the possibility (24% yes, 54% maybe) of purchasing group health insurance from The Florida Bar, if it were offered.

**Question 23: Please list what you feel have been your greatest barriers concerning your employment**

A total of 84 respondents listed at least one specific barrier related to their employment. Each response was reviewed and categorized. The table below lists the six most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
The perception of people	19
Difficulty with travel	13
Physical limitations	13
Difficulty with hearing	6
Prejudice/discrimination	5
Cognitive functioning	4

## Accessibility

**Question 24: Have you encountered physical (architectural) barriers to access in any of the following?**

Category	Yes Percent	No Percent	Does Not Apply Percent
Courts/administrative offices or agencies	20	49	32
Client offices/Colleague offices	16	49	35
Opposing counsel office/co-counsel office	15	51	34
State or local bar activities	13	51	36
Employment opportunities/interviews/ Law school	11 8	51 42	37 50
Bar examination/employment setting	6	45	49
Bar preparation course	5	46	50
LSAT preparation course and LSAT	3	45	52
Other	6	42	52

**Question 24(a): Have you encountered physical (architectural) barriers to access in any of the following?**

(Only includes applicable respondents)

Category	Yes Percent	No Percent	Legend
Courts/administrative offices or agencies	29	71	(n = 76)
Client offices/Colleague offices	25	75	(n = 72)
Opposing counsel office/co-counsel office	23	77	(n = 73)
State or local bar activities	21	79	(n = 71)
Employment opportunities/interviews/ Law school	19 16	81 84	(n = 70) (n = 54)
Bar examination/employment setting	12	88	(n = 57)
Bar preparation course	9	91	(n = 54)
LSAT preparation course and LSAT	6	94	(n = 53)
Other	13	87	(n = 54)

**Question 24(b): If yes to any item in Question 24, please briefly describe.**

A total of 31 respondents listed at least one specific physical barrier that they have encountered. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Problems involving accessibility to facilities	17
Parking difficulties	8

**Question 25: Are there transportation barriers that affect your work?**

<b>Category</b>	<b>Percent</b>
Yes	27
No	73

Nearly three-quarters (73%) of all respondents report that they do not have transportation barriers that affect their work.

**Question 25(a): If yes, please briefly describe.**

A total of 24 respondents listed at least one transportation barrier that affects their work. Each barrier was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Difficulty in driving/need a driver	12
Lack of parking	5
Difficulty with travel in general	4

**Question 26: Are you aware of any employment or legal settings that have a fragrance-free, environmental policy?**

<b>Category</b>	<b>Percent</b>
Yes	12
No	88

A majority (88%) of respondents are unaware of employment or legal settings that have a fragrance-free, environmental policy. A total of 14 respondents listed at least one employment or legal setting that has a fragrance-free, environmental policy. The most frequently mentioned category was 'doctor's office'.

**Question 27: Please check all areas in the following list where you have encountered physical/ architectural barriers to courthouses.**

<b>Courthouse</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Does Not Apply Percent</b>
Path of travel from parking to entrance	30	37	33
Parking	29	33	38
Paths of travel (both interior and exterior)	29	36	35
Parking (public, jury and restricted)	28	37	35
Courthouse entrances	24	41	34
Elevators, escalators, and stairs (including detectable warning strips)	21	41	39
Service counters	14	46	41
Security booths	13	45	42
Communication (buzzers, intercom, TDD/TTY)	9	46	45
Lighting	7	45	48
Signage (including audible and tactile signage)	7	49	44

**Question 27(a): Please check all areas in the following list where you have encountered physical/ architectural barriers to courthouses.**

(Only includes applicable respondents)

<b>Courthouse</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Parking	46	54	(n = 69)
Path of travel from parking to entrance	45	55	(n = 74)
Paths of travel (both interior and exterior)	44	56	(n = 72)
Parking (public, jury and restricted)	43	57	(n = 72)
Courthouse entrances	37	63	(n = 73)
Elevators, escalators, and stairs (including detectable warning strips)	34	66	(n = 68)
Service counters	23	77	(n = 66)
Security booths	22	78	(n = 64)
Communication (buzzers, intercom, TDD/TTY)	16	84	(n = 61)
Lighting	14	86	(n = 58)
Signage (including audible and tactile signage)	13	87	(n = 62)

**Question 27(b): Please check all areas in the following list where you have encountered physical/architectural barriers to courtrooms.**

<b>Courtroom</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Does Not Apply Percent</b>
Entry – all entries from outside the courtroom (including opening force of door, door swings, width of door, and bottom elevation of viewing window)	16	41	42
Accessible route throughout courtrooms	15	41	44
Lecterns/audio or video carts (including adjustable height and reach provisions for electronics and other built-ins)	14	40	47
Judge's bench (including adaptable access for judge, height from floor and accessible sidebar for conversations with lawyers)	14	41	45
Counsel table (including accessible route to pull up to table and reach provisions for electronics and other built-ins)	14	41	46
Judge's chambers	13	43	44
Gallery (size/placement of wheelchair space, companion seating wheelchair space overlapping aisle and/or aisle access way, tiered seating)	12	42	46
Clerk's station (including adaptable access for clerk, and accessible sidebar for interaction with lawyers)	7	42	51
Lighting	7	43	50
Assisted listening system	5	41	53
Witness waiting area (including assisted listening, accessible route to room from public area and courtroom and access to table)	5	42	52
Courtroom holding cells	4	40	57

**Question 27(c): Please check all areas in the following list where you have encountered physical/architectural barriers to courtrooms**

(Only includes applicable respondents)

<b>Courtroom</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Entry – all entries from outside the courtroom (including opening force of door, door swings, width of door, and bottom elevation of viewing window)	28	72	(n = 64)
Accessible route throughout courtrooms (including adjustable height and reach provisions for electronics and other built-ins)	27	73	(n = 62)
Lecterns/audio or video carts	25	75	(n = 59)
Judge's bench (including adaptable access for judge, height from floor and accessible sidebar for conversations with lawyers)	26	74	(n = 61)
Counsel table (including accessible route to pull up to table and reach provisions for electronics and other built-ins)	25	75	(n = 60)
Judge's chambers	23	77	(n = 62)
Gallery (size/placement of wheelchair space, companion seating wheelchair space overlapping aisle and/or aisle access way, tiered seating)	22	78	(n = 64)
Clerk's station (including adaptable access for clerk, and accessible sidebar for interaction with lawyers)	14	86	(n = 55)
Lighting	14	86	(n = 56)
Assisted listening system	11	89	(n = 52)
Witness waiting area (including assisted listening, accessible route to room from public area and courtroom and access to table)	11	89	(n = 53)
Courtroom holding cells	8	92	(n = 48)

**Question 28: What do you think are the most common physical or architectural barriers that you face in the practice of law?**

A total of 57 respondents listed at least one physical or architectural barrier that they face in the practice of law. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Accessibility	20
Parking	20
Acoustics/sound	6

**Question 29: Have you encountered any vision-related communications barriers in any of the following?**

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Does Not Apply Percent</b>
Court documents	9	41	51
Documents produced or distributed by your office, by opposing counsel or parties, or distributed by clients	8	41	51
Electronic communication (e-mail and Internet)	7	42	51
Courthouses	5	42	52
Colleague offices	5	43	52
State or local bar activities	5	44	51
Employment applications, interviews or employment setting	4	41	55
Law school classes, library use, and other activities	4	41	55
LSAT preparation course	3	41	56
Application for LSAT and LSAT	3	41	56
Bar examination preparation course, application, and application process	3	42	55
Law school admissions process	2	43	55
Bar examination	2	44	54
Other	0	40	60

**Question 29(a): Have you encountered any vision-related communications barriers in any of the following?**

(Only includes applicable respondents)

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Court documents	18	82	(n = 55)
Documents produced or distributed by your office, by opposing counsel or parties, or distributed by clients	16	84	(n = 55)
Electronic communication (e-mail and Internet)	15	86	(n = 55)
Courthouses	11	89	(n = 53)
Colleague offices	9	91	(n = 53)
State or local bar activities	9	91	(n = 54)
Employment applications, interviews or employment setting	8	92	(n = 50)
Law school classes, library use, and other activities	8	92	(n = 50)
LSAT preparation course	6	94	(n = 49)
Application for LSAT and LSAT	6	94	(n = 49)
Bar examination preparation course, application, and application process	6	94	(n = 50)
Law school admissions process	4	96	(n = 50)
Bar examination	4	96	(n = 51)
Other	0	100	(n = 44)

**Question 29(b): If yes to any category in Question 29, please briefly describe.**

A total of 8 respondents listed at least one vision-related communications barrier that they have encountered. Each response was reviewed and categorized. The most frequently mentioned category was ‘small lettering/need larger print’ with four responses.

**Question 30: What do you think are the most common vision-related communications barriers that you face in the practice of law?**

A total of 23 respondents listed at least one vision-related communications barrier that they face in the practice of law. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Problems with small lettering/typeface/text	8
Problems with signage	3
Problems with computer monitors	3

**Question 31: Have you encountered any hearing-related communications barriers to any of the following?**

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Does Not Apply Percent</b>
Court hearings, conferences, administrative or non-judicial hearings or proceedings	14	30	56
Courthouses	11	32	58
Meetings/depositions with opposing parties/witnesses	9	32	59
State or local bar activities	8	32	60
Meetings with opposing counsel/clients/colleagues	8	33	59
Law school classes, library use, and other activities	5	32	62
Employment opportunities, interviews or employment settings	5	36	60
Bar examination	4	33	63
Bar examination preparation course, application, and application process	3	34	63
LSAT preparation course	3	35	62
Application for LSAT and LSAT	2	34	64
Law school admissions process	2	34	64
Other	3	32	66

**Question 31(a): Have you encountered any hearing-related communications barriers to any of the following?**

(Only includes applicable respondents)

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Court hearings, conferences, administrative or non-judicial hearings or proceedings	33	67	(n = 49)
Courthouses	26	74	(n = 47)
Meetings/depositions with opposing parties/witnesses	22	78	(n = 46)
State or local bar activities	20	80	(n = 45)
Meetings with opposing counsel, clients or colleagues	20	80	(n = 46)
Law school classes, library use, and other activities	14	86	(n = 42)
Employment opportunities, interviews or employment settings	11	89	(n = 45)
Bar examination	10	90	(n = 41)
Bar examination preparation course, application, and application process	7	93	(n = 41)
LSAT preparation course	7	93	(n = 42)
Application for LSAT and LSAT	5	95	(n = 40)
Law school admissions process	5	95	(n = 40)
Other	8	92	(n = 38)

**Question 31(b): If yes to any category in Question 31, please briefly describe.**

A total of 13 respondents listed at least one hearing-related communications barrier that they encountered. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Difficulty with hearing in crowds or with background noise	5
Poor acoustics	3
Persons that mumble	2

**Question 32: What do you think are the most common hearing-related communications barriers that you face in the practice of law?**

A total of 22 respondents listed at least one hearing-related communications barrier that they face in the practice of law. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Poor acoustics	4
Amplification/microphones needed	3
Background noise	3
Telephone communication problems	3

**Question 33: Have you encountered barriers to accessible information technology or equipment in any of the following?**

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Does Not Apply Percent</b>
Courts	8	37	55
Web sites	8	39	53
Employment settings	7	41	52
Bar examination	5	38	58
State or local bar activities	5	41	54
Non-judicial proceedings	5	42	53
LSAT preparation course	4	37	60
Bar examination preparation course, application, and application process	4	39	58
Law school classes, library use, and other activities	4	40	57
Application for LSAT and LSAT	3	38	60
Law school admissions process	3	39	59
Other	3	35	62

**Question 33(a): Have you encountered barriers to accessible information technology or equipment in any of the following?**

(Only includes applicable respondents)

<b>Category</b>	<b>Yes Percent</b>	<b>No Percent</b>	<b>Legend</b>
Courts	18	82	(n = 50)
Web sites	17	83	(n = 52)
Employment settings	15	85	(n = 54)
State or local bar activities	12	88	(n = 51)
Bar examination	11	89	(n = 47)
Non-judicial proceedings	10	90	(n = 52)
LSAT preparation course	9	91	(n = 45)
Bar examination preparation course, application, and application process	9	92	(n = 47)
Law school classes, library use, and other activities	8	92	(n = 48)
Application for LSAT and LSAT	7	93	(n = 45)
Law school admissions process	7	94	(n = 46)
Other	7	93	(n = 42)

**Question 33(b): If yes to any category in Question 33, please briefly describe**

A total of 12 respondents listed at least one barrier they encountered pertaining to accessible information technology or equipment. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Difficulty in navigating Internet/Web sites	3
Need more Internet access/Wi-Fi spots	2
Lack of availability of technology	2

**Question 34: Have you ever experienced resistance or refusal to the use of alternatives to traditional methods of gathering case information, such as videoconferencing, video depositions, or real time captioning?**

<b>Category</b>	<b>Percent</b>
Yes	14
No	38
Does not apply	48

**Question 34(a): Have you ever experienced resistance or refusal to the use of alternatives to traditional methods of gathering case information, such as videoconferencing, video depositions, or real time captioning?**

(Only includes applicable respondents)

	<b>Category (n = 58)</b>	<b>Percent</b>
Yes		28
No		72

Nearly three-quarters (72%) of all applicable respondents report that they have not experienced resistance or refusal to use alternatives to traditional methods of gathering case information, while 28% report that they have encountered resistance or refusal.

**Question 34(b): If yes to any category in Question 34, please briefly describe.**

A total of 12 respondents listed at least one accessible information technology or equipment communication barrier that they encountered. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Expense/costs prohibitive	4
Technology difficulties	2

**Question 35: What do you think are the most common accessible information technology or equipment barriers that you face in the practice of law?**

A total of 19 respondents listed at least one accessible information technology or equipment barrier that they face in the practice of law. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Lack of equipment	4
Lack of Internet access	3
Lack of videoconferencing	2
Cost-related	2

**Question 36: Have you encountered any policies, practices or procedures that create barriers in any of the following?**

Category	Yes Percent	No Percent	Does Not Apply Percent
Court hearings, conferences, administrative or non-judicial hearings/proceedings	16	39	45
Meetings/depositions with opposing parties/witnesses	12	41	48
Employment opportunities, interviews or employment settings	12	41	47
State or local bar activities	10	41	49
Bar examination preparation course, application, application process or exam	9	33	58
Meetings with opposing counsel	8	41	5
Law school classes, library use, and other activities	6	36	58
Application for LSAT and LSAT	5	36	59
Law school admissions process	5	36	59
LSAT preparation course	4	36	60
Other	4	33	63

**Question 36(a): Have you encountered any policies, practices or procedures that create barriers in any of the following?**

(Only includes applicable respondents)

Category	Yes Percent	No Percent	Legend
Court hearings, conferences, administrative or non-judicial hearings/proceedings	30	70	(n = 61)
Meetings/depositions with opposing parties/witnesses	22	78	(n = 58)
Employment opportunities, interviews or employment settings	22	78	(n = 59)
Bar examination preparation course, application, application process or exam	21	79	(n = 47)
State or local bar activities	19	81	(n = 57)
Meetings with opposing counsel	17	83	(n = 54)
Law school classes, library use, and other activities	15	85	(n = 47)
Application for LSAT and LSAT	13	87	(n = 46)
Law school admissions process	13	87	(n = 46)
LSAT preparation course	9	91	(n = 44)
Other	10	90	(n = 41)

**Question 36(b): If yes to any category in Question 36, please briefly describe**

A total of 21 respondents listed at least one barrier that they encountered regarding policies, practices or procedures. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Inaccessible facilities	4
Lack of ability to attend by phone or by videoconference	3
Standing in court	2

**Question 37: If you have a learning, neurological, cognitive, vision or hearing disability, what type of accommodations do you need during an administrative hearing, court proceeding or trial that would better enable you to present your case (e.g. additional time to review new documents, question witnesses)?**

A total of 40 respondents that have learning, neurological, cognitive, vision or hearing disabilities listed at least one accommodation that would better enable them to present their case during an administrative hearing, court proceeding or trial. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Additional time	14
Improved sound systems/acoustics	7
More breaks/slowing down	3

**Question 38: Do you think that courthouse accessibility in general has improved in the last five years?**

<b>Category</b>	<b>Percent</b>
Yes	67
No	33

Two-thirds (67%) of all respondents report that courthouse accessibility has improved in the last five years.

**Question 39: Have you ever used the services of a County or Court Americans with Disabilities Act coordinator?**

<b>Category</b>	<b>Percent</b>
Yes	13
No	87

Thirteen percent of all respondents report having used the services of a County or Court Americans with Disabilities Act coordinator.

**Question 39(a): If yes, please briefly describe the experience/outcome.**

A total of 9 respondents listed an experience or outcome regarding the use of a County or Court Americans with Disabilities Act coordinator. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Positive experience reported	4
Negative experience reported	2
Experience depends on person/situation	2

**Bar Admission, Membership and Activity**

**Question 40: How do you feel about the documentation required to obtain testing accommodations for the Bar examination?**

<b>Category</b>	<b>Percent</b>
It is adequate and fair to persons with disabilities	19
It is excessive and unfair to persons with disabilities	10
Do not know/does not apply	71

**Question 40(a): How do you feel about the documentation required to obtain testing accommodations for the Bar examination?**

(Includes only applicable respondents)

<b>Category (n = 32)</b>	<b>Percent</b>
It is adequate and fair to persons with disabilities	66
It is excessive and unfair to persons with disabilities	34

Two-thirds (66%) of applicable respondents report that the documentation to obtain testing accommodations for the Bar examination is adequate and fair to persons with disabilities.

**Question 40(b): If you feel it is excessive or unfair, please explain.**

A total of 8 respondents described why they feel the documentation required to obtain testing accommodations for the Bar Examination is excessive or unfair to persons with disabilities. The most frequently mentioned response focuses on too much documentation being required.

**Question 41: Was The Florida Bar application available to you in an accessible format?**

<b>Category</b>	<b>Percent</b>
Yes	32
No	3
Does not apply	65

**Question 41(a): Was The Florida Bar application available to you in an accessible format?**

(Includes only applicable respondents)

<b>Category (n = 39)</b>	<b>Percent</b>
Yes	92
No	8

Few respondents report that The Florida Bar application was not available in an accessible format.

**Question 41(b): If The Florida Bar application was not in an accessible format, please describe**

A total of 2 respondents listed a comment pertaining to the Bar application not being in an accessible format. The table below lists categories for both comments.

<b>Category</b>	<b>Number of Responses</b>
Rules not readily available	1
Occurred 18 years ago	1

**Question 42: In terms of fairness, how would you rate the application for admission to The Florida Bar?**

<b>Category</b>	<b>Percent</b>
It is adequate and fair to persons with disabilities	30
It is excessive and unfair to persons with disabilities	10
Do not know/Does not apply	60

**Question 42(a): In terms of fairness, how would you rate the application for admission to The Florida Bar?**

(Includes only applicable respondents)

<b>Category (n = 44)</b>	<b>Percent</b>
It is adequate and fair to persons with disabilities	75
It is excessive and unfair to persons with disabilities	25

Three-quarters (75%) of all applicable respondents report that the application for admission to The Florida Bar was adequate and fair to persons with disabilities.

**Question 42(b): If you feel it is excessive or unfair, please explain.**

A total of 6 respondents described why they feel that the application for admission to The Florida Bar was excessive or unfair to persons with disabilities. The most frequently mentioned category focuses on invasive or irrelevant questions.

**Question 43: Please list any suggestions you may have for improving access for persons with disabilities to the Bar’s admission process.**

A total of 22 respondents provided at least one suggestion for improving access for persons with disabilities to the Bar’s admission process. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Improved communication/information	4
Improved Bar exam accommodations	2
More time/ability to take breaks	2

**Question 44: How many Florida Bar meetings (Annual Meeting, General Meeting, Midyear Meeting) have you attended in the past five years?**

<b>Category</b>	<b>Percent</b>
None	70
One	13
Two	9
Three or more	9

Over two-thirds (70%) of all respondents report that they have not attended any of the primary Florida Bar meetings in the past five years. Nearly one-fifth (18%) have attended two or more meetings during that time.

**Question 44(a): If you have not attended any Bar meetings, please indicate your primary reason(s).**

A total of 40 respondents provided at least one reason for not attending any Florida Bar meetings. Each response was reviewed and categorized. The table below lists the five most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Expense/economics	12
Not interested	6
No time/too busy	6
Difficulty with travel	6
Disability related	4

### Question 45: Are you a member of a Florida Bar section or committee?

(Multiple response question – check all that apply)

Category	Percent
Yes – Member of a Florida Bar section	43
Yes – Member of a Florida Bar committee	17

Over two-fifths (43%) of all respondents report that they are a member of a Florida Bar section, while 17% report that they are a member of a Florida Bar committee.

Additionally, 45% report that they are a member of either a section or a committee, while 15% report that they are a member of both a section and a committee.

### Question 45(a): If not, please indicate your primary reason(s)

A total of 24 respondents provided at least one reason for not being a member of either a Florida Bar section or committee. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

Category	Number of Responses
No time/too busy	8
Expense/economics	6
Disability related	4

### Question 46: Have you ever served in a leadership role within The Florida Bar?

Category	Percent
Yes	11
No	89

A large majority (89%) of all respondents report that they have not served in a leadership role within The Florida Bar.

**Question 46(a): If not, please indicate your primary reason(s).**

A total of 52 respondents provided at least one reason for not serving in a leadership role with The Florida Bar. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
No time/too busy	19
Not interested	12
Expense/economics	6
Disability related	5

**Question 47: Do you attend local/voluntary bar meetings?**

<b>Category</b>	<b>Percent</b>
Yes	44
No	56

Over two-fifths (44%) of all respondents report attending local or voluntary bar meetings.

**Question 47(a): If not, please indicate your primary reason(s).**

A total of 31 respondents provided at least one reason for not attending local or voluntary bar meetings. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
No time/too busy	14
Not interested	5
Expense/economics	3
Disability related	2

**Question 48: Have you ever served in a leadership role in a local/voluntary bar?**

<b>Category</b>	<b>Percent</b>
Yes	24
No	76

Nearly one-quarter (24%) of all respondents report having served in a leadership role in a local or voluntary bar.

**Question 48(a). If not, please indicate your primary reason(s).**

A total of 38 respondents provided at least one reason for not serving in a leadership role in a local or voluntary bar. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
No time/too busy	13
Not interested	8
Disability related	5

**Question 49: Using the following scale, please indicate how important each of the following factors is to you in determining whether or not you will join a voluntary bar association or a Florida Bar committee or section**

<b>Category</b>	<b>Very/Somewhat Important Percent</b>	<b>Neutral Percent</b>	<b>Very Strongly Unimportant Percent</b>
Cost to attend meetings or activities	73	9	18
Accessibility of meeting location	64	16	20
Disability-related time commitment	51	18	31
Use of accessible information technology upon request which allows attendance/participation either in person or by telephone	48	18	34
Accessible transportation is available between meeting and activity locations	43	22	35
Attitude of membership toward lawyers with disabilities	42	28	30
Attitude of Florida Bar staff toward lawyers with disabilities Site of seminar/meeting has	40	31	29
ADA compliant hotel rooms	39	24	37
Designated staff person responsible for disability related services and on-site assistance	29	30	41
Written materials for seminar/meeting are available in alternative formats (e.g. large print, Braille, or tape/CD) upon request	29	27	45
Sign language interpreters and other methods for accessible communication are available upon request (e.g. CART – Computer Assisted Real Time Captioning)	21	31	48
Site of seminar/meeting is accessible by public accessible by public transportation	21	26	53
Existence of another lawyer with a disability in a leadership role	17	31	52

**Question 49(a): Using the scale of 1 = Very Important and 5 = Very Unimportant, please indicate how important each of the following factors is to you in determining whether or not you will join a voluntary bar association or a Florida Bar committee or section (MEAN SCORES)**

Scale

- 1 = Very Important
- 2 = Somewhat Important
- 3 = Neutral
- 4 = Somewhat Unimportant
- 5 = Very Unimportant

Category	Mean Score
Cost to attend meetings or activities	2.16
Accessibility of meeting location	2.28
Disability-related time commitment	2.73
Attitude of membership toward lawyers with disabilities	2.85
Use of accessible information technology upon request which allows attendance/participation either in person or by telephone	2.88
Attitude of Florida Bar staff toward lawyers with disabilities	2.92
Accessible transportation is available between meeting and activity locations	2.93
Site of seminar/meeting has ADA compliant hotel rooms	3.02
Designated staff person responsible for disability related services and on-site assistance	3.31
Written materials for seminar/meeting are available in alternative formats (e.g. large print, Braille, or tape/CD) upon request	3.33
Sign language interpreters and other methods for accessible communication are available upon request (e.g. CART – Computer Assisted Real Time Captioning)	3.55
Site of seminar/meeting is accessible by public transportation	3.59
Existence of another lawyer with a disability in a leadership role	3.70

**Question 50: What do you feel has been the biggest barrier to your participation in Florida Bar or local bar activities and services?**

A total of 61 respondents provided at least one response pertaining to what has been the biggest barrier to their participation in Florida Bar or local bar activities and services. Each response was reviewed and categorized. The table below lists the five most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
No time/too busy	19
Expense/economics	13
Disability related	12
Not interested	7
Difficulty with travel/transportation	6

**Question 51: Please list any other services or types of assistance that, if made available at Bar meetings or seminars, would increase your attendance and participation**

A total of 29 respondents provided at least one response pertaining to what other services or types of assistance that, if made available at Bar meetings or seminars, would increase their attendance and participation. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Accessibility	4
Videoconferencing/Web cast	4
Parking	3

**Question 52: What do you feel is the most significant step that The Florida Bar has taken to encourage the participation of lawyers with disabilities?**

A total of 41 respondents provided at least one response pertaining to the most significant step that The Florida Bar has taken to encourage the participation of lawyers with disabilities. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
This survey	15
Unaware/uncertain of any	6

**Opinion Questions**

**Question 53: What do you think are the primary causes of attitudinal barriers? Please RANK ORDER the following selections with 1 being the most important and 5 being least important**

<b>Category</b>	<b>(1) Most Important Percent</b>	<b>(2) Percent</b>	<b>(3) Neutral Percent</b>	<b>(4) Percent</b>	<b>(5) Least Important Percent</b>
Lack of knowledge	59	22	12	6	1
Lack of experience	17	42	23	15	4
Fear of cost	17	22	36	23	3
Fear of lawsuits	10	12	22	39	18
Other	22	7	15	11	44

A significantly higher percentage of respondents list a lack of knowledge as being the primary cause of attitudinal barriers.

**Question 53(a): What do you think are the primary causes of attitudinal barriers? MEAN SCORES - Based on 1 being the most important and 5 being least important**

<b>Category</b>	<b>Mean Score</b>
Lack of knowledge	1.70
Lack of experience	2.46
Fear of cost	2.73
Fear of lawsuits	3.42
Other	3.48

The most frequently mentioned response under the “Other” category is ‘just don’t care attitude’.

**Question 54: Please check any of the following areas in which you would like to receive additional training**

(Multiple response question – check all that apply)

<b>Category</b>	<b>Yes Percent</b>
Americans with Disabilities Act	39
The Florida Constitution, Article I, Section II (title)	32
Rehabilitation Act of 1973, Sections 504 and 508	29
Voluntary State Telecommuting Program (Statute 110.71)	28
Does not need any additional training	45

Over half (55%) of all respondents indicate at least one area where they would like to see receive additional training. Of those areas, training in the Americans with Disabilities Act (39%) was the most frequently selected.

**Question 55: What is your general feeling about the income bracket of legal professionals with disabilities?**

<b>Category</b>	<b>Percent</b>
It is lower than that of other legal professionals	52
It is about the same as other legal professionals	29
It is higher than that of other legal professionals	3
No opinion	16

**Question 55(a): What is your general feeling about the income bracket of legal professionals with disabilities?**

(Includes only those respondents with an opinion)

<b>Category (n = 78)</b>	<b>Percent</b>
It is lower than that of other legal professionals	62
It is about the same as other legal professionals	35
It is higher than that of other legal professionals	4

Over three-fifths (62%) of those respondents with an opinion about the income bracket of legal professionals with disabilities believe that the income bracket is lower for those with disabilities, as compared to that of other legal professionals.

**Question 55(b): If you feel that the income bracket is higher or lower, please briefly provide your thoughts**

A total of 34 respondents provided a reason as to why they feel that the income bracket is lower for legal professionals with disabilities. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Disability affects work performance/hours/productivity	10
Perception/attitudinal barriers	5
There are more opportunities within public sector/government	4

**Question 56: Do you think that The Florida Bar has become more aware of the needs of lawyers with disabilities in the last five years?**

<b>Category</b>	<b>Percent</b>
Yes	60
No	11
Don't know	29

Three-fifths (60%) of all respondents report that The Florida Bar has become more aware of the needs of lawyers with disabilities over the last five years, compared to 11% who believe that the Bar has not become more aware.

**Question 57: Using the following scale, please indicate how important each of the following recommendations or policies would be in helping to reduce various barriers to the practice of law and the participation of lawyers with disabilities in Bar activities and services**

<b>Category</b>	<b>Very/Somewhat Important Percent</b>	<b>Neutral Percent</b>	<b>Very/Somewhat Unimportant Percent</b>
There should be a statewide courthouse accessibility project.	77	14	8
There should be a policy requiring all CLE providers to commit to accessibility as an essential element for their seminar to be certified for CLE credits.	77	12	11
Bar-sponsored diversity training should include specific information regarding disabilities.	69	16	15
Law schools should require on-campus interviewers to comply with the ADA.	67	15	18
There needs to be a commitment by law firms commitment by law firms and state agency human resource departments to include persons with disabilities as an integral component of the definition of diversity.	66	17	18
The Florida Bar should have a designated staff person.	65	19	16
More articles on disability topics should be featured topics should be featured in The Florida Bar News.	64	21	14
An accommodation rule should be created using a centralized, statewide, and confidential registry for lawyers with disabilities, which designates the accommodations they require for employment, court, administrative or Bar settings, and is accepted by all entities.	64	12	24
Lawyers with disabilities should hold leadership roles in The Florida Bar.	59	25	16
There should be increased employment opportunities for persons with disabilities in private mid to large size law firms.	58	26	15

<b>Category</b>	<b>Very/Somewhat Important Percent</b>	<b>Neutral Percent</b>	<b>Very/Somewhat Unimportant Percent</b>
There should be income-based Bar membership fees.	58	23	19
Employment diversity recruitment programs should target lawyers with disabilities.	58	22	21
The Florida Board of Bar Examiners should include at least one member who is a person with a disability.	53	21	27
There should be scholarships available to attend Bar meetings.	52	25	23
There should be a training and certification program for accessibility consultants in Florida in which lawyers with disabilities should be encouraged to participate.	51	30	19
Law school recruitment programs should target students with disabilities.	47	31	22
Employers should pay Bar dues for their employees for disability services.	42	28	30

**Question 58: Which of the following best reflects your attitude in disability awareness, ADA and accessible information technology training for law school placement staff, judges, employers, new lawyers, lawyers with disabilities, Florida Bar leadership, office management staff (public and private settings) and Court personnel?**

<b>Category</b>	<b>Percent</b>
It should be mandatory	52
It should be voluntary	35
It is not necessary	13

Over half (52%) of all respondents report that there should be mandatory disability awareness, ADA and accessible information technology training for the above mentioned professionals. Just over one-third (35%) believe it should be voluntary, while 13% believe this type of training is not necessary.

**Question 59: The Florida Bar’s Equal Opportunities Law Section has recently established a Committee for Lawyers with Disabilities.**

Would you consider becoming a member of that committee?

<b>Category</b>	<b>Percent</b>
I am not a member but will give it consideration	69
I am not a member and do not plan on becoming one in the near future	27
I am already a member	4

**Question 59(a): The Florida Bar’s Equal Opportunities Law Section has recently established a Committee for Lawyers with Disabilities.**

Would you consider becoming a member of that committee?

(Only considering those respondents who are not currently members of the committee)

<b>Category (n = 88)</b>	<b>Percent</b>
Will give it consideration	72
Do not plan on becoming one in the near future	28

Nearly three-quarters (72%) of all respondents who are not currently members of the Equal Opportunities Law Section’s Committee for Lawyers with Disabilities state that they would consider joining the committee in the near future.

**Question 60: Please list any suggestions for tasks or projects that the Committee for Lawyers with Disabilities should undertake in the next few years**

A total of 35 respondents provided at least one suggestion for tasks or projects that the Committee for Lawyers with Disabilities should undertake in the next few years. The table below lists the three most frequently mentioned categories.

<b>Category</b>	<b>Number of Responses</b>
Accessibility issues	7
Training/education	5
More focus on issues relating to mental disabilities	4

## Question 61 Would you be willing to serve on any of the following committees?

(Multiple response question – check all that apply)

Category	Yes Percent
Committees that would assist The Florida Bar in formulating and implementing disability and accessibility policies and procedures.	43
Statewide Courthouse Accessibility Project Committee.	41
A committee to develop and implement disability, ADA, accessible information technology and other relevant training throughout the legal system (public and private).	35
A committee to review the Rules of Professional Conduct to ensure compliance with existing civil rights laws thereby guaranteeing non-discrimination of persons with disabilities.	34
A committee to draft a rule establishing a statewide registry for lawyers with disabilities that designates the accommodations they require for employment, court, administrative or Bar settings.	24
A committee to review statutes needing to have their language updated (e.g., replacing the word “handicap” with “disability”).	24

## Question 62: Please list any additional comments, suggestions or recommendations you would like to make regarding legal professionals with disabilities

A total of 17 respondents provided at least one comment, suggestion or recommendation regarding legal professionals with disabilities. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

Category	Number of Responses
Thank you for survey/consideration of topic	6
More education/awareness is needed	2

## Demographics

**Question 63: What is the total number of attorneys employed in the firm or legal workplace where you primarily practice?**

Category	Percent
One attorney	29
2 to 5 attorneys	17
6 to 10 attorneys	26
11 to 25 attorneys	13
26 to 50 attorneys	9
51 to 100 attorneys	2
Over 100 attorneys	4

Nearly three-quarters (72%) of all respondents are employed in firms or legal offices that contain ten or less attorneys. Nearly half (46%) are employed in firms or legal offices that contain five or less attorneys.

**Question 64: In what county is your primary law practice?**

County	Percent
Miami-Dade	16
Broward	15
Leon	12
Hillsborough	7
Pinellas	7
Orange	6
Duval	5
Lee	5
Palm Beach	5
Volusia	4
Escambia	2
Indian River	2
Polk	2
Charlotte	1
Clay	1
Collier	1
Manatee	
Monroe	1
Okeechobee	1
Osceola	1
Pasco	1
Sarasota	1
Taylor	1

### Question 65: What is your gender?

Category	Percent
Male	59
Female	41

Nearly three-fifths (59%) of all respondents are male.

### Question 66: What is your race or ethnic origin?

Category	Percent
White/Caucasian	91
Hispanic/Latino	6
African-American/Black	2
Asian/Pacific Islander	0
Native American	0
Other	1

A majority of respondents (91%) report being White/Caucasian.

Question 67: In what year were you born?

(Age group categories listed below)

Age Group	Percent
35 years of age or less	12
36 to 49 years of age	34
50 to 64 years of age	48
65 years of age or more	6

Over one-half (54%) of all respondents are at least 50 years of age.

**Question 68: In what year were you admitted to The Florida Bar?**

(Years of experience categories listed below)

<b>Experience</b>	<b>Percent</b>
Less than 2 years of experience	6
2 to 5 years of experience	10
6 to 10 years of experience	12
11 to 20 years of experience	31
Over 20 years of experience	42

Nearly three-quarters (73%) of all respondents have over ten years of experience within The Florida Bar. Over two-fifths (42%) have over 20 years of experience.

**Question 69: Please indicate your total income before taxes derived from the practice of law in 2005**

<b>Income Category (n = 73)</b>	<b>Percent</b>
Did not report any legal income for 2005	26
Less than \$50,000	17
\$50,001 to \$100,000	38
\$100,001 to \$200,000	15
Over \$200,000	4

**Question 69(a): Please indicate your total income before taxes derived from the practice of law in 2005.**

(Only includes respondents who reported having a legal income in 2005)

<b>Income Category (n = 54)</b>	<b>Percent</b>
Less than \$50,000	22
\$50,001 to \$100,000	52
\$100,001 to \$200,000	20
Over \$200,000	6

When only considering those respondents who reported a legal income in 2005, the median salary for respondents is \$62,000.