

**Case Study 16 – On The Job Training**

<b>Interpreter Request:</b>	<ul style="list-style-type: none"> <li>• ASL interpreter requested for a Deaf employee at Redman Tire Company.</li> <li>• Time: Night Shift (8:30pm – 12:30am)</li> <li>• Setting: Workplace</li> <li>• Consumer: Deaf Employee</li> <li>• The company has stated that this should be an “easy assignment” since there is some demonstration and then hands on practice.</li> </ul>
<b>More Information about Situation:</b>	<ul style="list-style-type: none"> <li>• Employee is involved in safety training for assembly work and will be working on the inspection and finishing team.</li> <li>• Training involves the handling of cured rubber products, often while still hot. It usually involves direct and extensive skin-contact with the surface of the finished article (during inspection).</li> <li>• May also involve exposure to vulcanizing fumes.</li> </ul>
<b>More Information about Consumer:</b>	<ul style="list-style-type: none"> <li>• Deaf employee has used a hearing interpreter team for the off-site onboarding, but this is his first shift that will require hands-on practice.</li> <li>• Deaf employee appears to be intellectually and physically competent.</li> <li>• Deaf employee has experience with this type of work at previous place of employment.</li> </ul>
<b>Demands for Educating Consumers:</b>	<ul style="list-style-type: none"> <li>• The employer is familiar with requesting interpreters and has used a team of two hearing interpreters during the orientation process.</li> <li>• The interpreters have been asked to sign a waiver and read safety instructions before their own entrance on the production floor.</li> <li>• Employer is confused about using DI, as they have never experienced this before.</li> </ul>
<b>Demands regarding Advocating for DI:</b>	<ul style="list-style-type: none"> <li>• Company doesn’t want liability for DI/HI due to safety concerns.</li> <li>• Company policy limits one interpreter in work area at a time due to safety concerns.</li> <li>• Company doesn’t want to pay interpreters for night shift and is limiting interpretation to two hours.</li> </ul>