

**“Disability Discrimination in the Workplace: Twenty Years of ADA Title 1”
Project Design Table**

CFH Characteristics	Learning Outcomes	Learning Activities	Assessment
<p>Multiple Perspectives</p> <p>Promote active learning by providing multiple perspectives to explore and comment on</p>	<p>Increase knowledge of the similarities and differences in perspectives among various workplace characters regarding workplace disability discrimination issues</p> <p>Improve ability to see others' perspectives on workplace disability issues</p>	<p>Explore the commentary or dialogue from different characters related to various workplace disability discrimination cases on the CFH website.</p> <p>(Optional) Participate in the Discussion Blog area devoted to Cases and character perspectives</p>	<p>Self-Assessment and self-monitoring through:</p> <ul style="list-style-type: none"> • Completion of a pre-questionnaire on attitudes • Exploration of the CFH website • Optional individual or collaborative participation in the various reflection and discussion areas of the blog that accompanies the website
<p>Themes</p> <p>Promote theme-based and nonlinear case-based learning through hypermedia to stress the interrelated, weblike nature of knowledge</p>	<p>Synthesize fragmented, but interrelated information from the cases and themes to develop a schema that guides the learner's reasoning process</p>	<p>Access and explore content thematically based on:</p> <ul style="list-style-type: none"> • False Perceptions • Misinterpretation of Reasonable Accommodation • The “Social vs. Medical” Model of Disability <p>(Optional) Participate in the Discussion Blog area devoted to Cases and character perspectives</p>	
<p>Domain Complexity</p> <p>Provide exploratory learning of complex content and concepts</p>		<p>Access content in non-linear, largely self-directed methods. The learner's continued exploration of the learning environment quickly reveals the complexity of the domain and its impact.</p>	
<p>Web-Like Nature of Knowledge</p> <p>Promote cognitive flexibility by allowing learners to revisit the same material at different times for different purposes</p>	<p>Increase awareness of one's changing reactions, attitudes, experiences and feelings regarding workplace disability discrimination</p>	<p>Explore Digital audio and video links</p> <p>(Optional) Participate in the Discussion Blog Reflection 1 and Reflection 2 to learn by making predictions, hypotheses, and experimenting</p> <p>(Optional) Complete the Pre-Questionnaire and later participate in the Discussion Blog Post-questionnaire Reflection.</p>	
<p>Construction of Knowledge</p> <p>Promote flexible and reflexive knowledge acquisition that transfers to real-world problem solving</p>	<p>Increase problem-solving, solution-oriented strategies for negotiating and resolving conflicts or issues caused by workplace disability issues</p> <p>Develop metacognitive skills and learning strategies</p> <p>Develop a flexible understanding of what constitutes “disability” and “discrimination” as it applies to the workplace</p>	<p>Research disability topics of interest via:</p> <ul style="list-style-type: none"> • QuickSearch (custom Disability Search tool) • Resource Page <p>(Optional) Participate in Reflection 2, to create and contemplate a hypothetical real-world problem.</p>	

