REACH of Dallas
8625 King George Drive, Suite 210
Dallas, Texas 75235-3275

Return Service Requested

HELPING PEOPLE WITH DISABILITIES REACH FOR INDEPENDENCE

March · April · May 2019 Vol. XXII No. 2 Editor: Becky S. Teal
REACHing Out is published four times a year in December, March, June, & September at REACH of Dallas, 8625 King George Drive, Suite 210, Dallas, Texas 75235-3275

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REACH of Denton will be hosting
Tuesday May 14th, 2019
11:00 AM - 1:00 PM
405 South Elm #202, Denton, Texas 76201
940-383-1062

Lunch will be served. This is a come and go event.

Come learn about REACH of Denton. Please bring your agency information to share and let’s see how we can work together.

Join us!
## Call us if you need any accommodations such as a sign language interpreter, Braille materials, etc.

### March 2019
- **6** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **7** Tastebuds Eatery (www.tastebudseatery.org/menu) 7674 McCart Ave- Bring $20., lunch will be from 1:00 - 2:15 PM
- **13** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **14** BINGO (www.texasbingo.com) 5701 Crowley Rd, Bring $20., so you can play multiple times. 1:00 - 3:00 PM
- **20** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **21** Game Day @ the center 1:00 - 3:00 PM
- **27** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **28** Movie Day & Popcorn @ the center 1:00 - 3:00 PM

### April 2019
- **3** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **4** Riscky’s BBQ (https://risckys.com/risckys-bbq-menu/) 6701 Camp Bowie Blvd, 76116, Please Bring $20. - 1:00 - 2:15 PM
- **10** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **11** Fort Worth Zoo (www.fortworthzoo.org) 1989 Colonial Parkway - Tickets are $14. for Adults, $10. for Senior Citizens & $5. for parking. Feel free to bring extra money for lunch. 11:00 A.M. - 2:00 P.M.
- **17** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **18** Painting Day @ the center 1:00 – 3:00 PM
- **19** Center Closed (Good Friday)
- **24** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **25** Movie Day @ the center 1:00 – 3:00 PM

### May 2019
- **1** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **2** I HOP (www.ihop.com) 8642 E. Freeway, Bring $20. 1:00 - 2:15 PM
- **8** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **9** Grapevine - Trains leave at 10:30 A.M. returns at 3:45 P.M. Please call office for details.
- **15** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **16** Movie Tavern, 7th Street, 2872 Crockett St. (Please call on the office on Wednesday for movie times)
- **22** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **23** Game Day @ the center 1:00 - 3:00 PM
- **27** Center Closed (Memorial Day)
- **29** Adjustment to Disability Training @ the center 12:30 – 2:30 PM
- **30** Craft Day @ the Center 1:00 – 3:00 PM

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**PLEASE NOTE THAT EVENTS AND TIMES MAY BE SUBJECT TO CHANGE DUE TO WEATHER CONDITIONS, SPEAKER CANCELLATIONS, OR OTHER ISSUES OUT OF OUR CONTROL.**
What is bullying and does it exist in the workplace? Webster defines Bullying (noun): abuse and mistreatment of someone vulnerable by someone stronger, more powerful, etc.: the actions and behavior of a bully. Bullying (adjective): prone to or characterized by overbearing mistreatment and domination of others. Yes, bullying does exist in the workplace. Workplace Bullying Institute defines Workplace Bullying as when Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is abusive conduct that is: Threatening, humiliating, or intimidating, or work interference (sabotage — which prevents work from getting done, or verbal abuse).

Bullying can take place between management and worker, co-workers or worker and another individual in the workplace. Bullying can be overt such as aggressive and abusive behavior, threats, shouting and offensive language in the workplace. As well, bullying can be covert such as deliberate exclusion or isolation of an employee from normal work interaction. Employing irrationally high work demands on one employee, but not on others. There are many effects that bullying in the workplace has on an employee. As a result of bullying in the workplace, workers can lose self-esteem, experience anxiety, and develop high stress, which could lead to poor mental and physical health. An employee working under such conditions performance could negatively affect the business production. The business environment could become unsafe, increased worker compensation claims, absenteeism and poor morale.

What can you do to combat “Workplace Bullying”? There are several ways to approach any bullying situation. I’m sure someone has advised you to have a “fist-fight,” or “meet fire with fire”. However tempting to some that may sound, it only leads to more “violence” or “fire”. This is not always the best way to handle a bully, especially your boss! There are other professional ways to address the issue. For example, keep a diary of the bullying. Record all instances that you believe bullying occurred in the workplace (dates, times and witnesses, etc.). At times, bullying can be difficult to prove. So, it’s important to have documentation of the events, in order to help prove your case. Also, you can speak directly to the alleged bully and let them know that you disapprove of their behavior and request that they stop. If speaking directly to the alleged bully does not help, then the next step would be to report it to your supervisor or human resources representatives. Continue to follow policy and procedures, until your concerns are addressed. There are times, when it may require you to take legal actions from local, state or federal laws. It may appear that the onus of preventing and stopping workplace bullying is your responsibility, but it’s not! Employers too have a role in shutting down workplace bullying. Employers should identify what a bully looks like. Bullies in the workplace can be the best or most skills performers (“Talented Terrors”) or highly skilled bullies and low-performers. Businesses can train all employees on stating “no” to intimidation; address bullying as it happens, develop a script for talking to bullying and establish a strong definition of workplace civility. Workplace Bullying can have a long-lasting effect on you and the employer. Take steps to prevent workplace bullying and make work a safe and happy place.

Remember…take The Initiative!!!

References/Sources & Citations:

“The WBI Definition of Workplace Bullying” http://www.workplacebullying.org/individuals/problem/definition/ Accessed 11 January 2019

March 2019
6  General Support Group (Spring Shower) @ the center 1:00-2:00 PM  
13 General Support Group (Wearing of the Green) @ the center 1:00-2:00 PM  
20 General Support Group (Steps every where) @ the center 1:00-2:00 PM  
27 General Support Group (Facing Reality) @ the center 1:00-2:00 PM

April 2019
3   General Support Group (Ever Been a Fool?) @ the center 1:00-2:00 PM  
10 General Support Group @ the center 1:00-2:00 PM  
17 General Support Group (ADA) @ the center 1:00-2:00 PM  
19 Center Closed (Good Friday)  
24 General Support Group (How Too ___) @ the center 1:00-2:00 PM

May 2019
6  General Support Group (Mayday) @ the center 1:00-2:00 PM  
8   Craft Day @ the center 1:00-2:00 PM -RSVP to Becky if you plan to come.  
14 REACH of Denton Information Exchange @ the center 11:00 A.M. - 1:00 P.M. (Agencies)  
15 General Support Group (Spring Storms)@ the center 1:00-2:00 PM  
22 General Support Group (Think about it !) @ the center 1:00-2:00 PM  
27 Center Closed (Memorial Day)  
29 No General Support Group

If you want to bring your lunch to eat while we discuss the topic.
Calling all Consumers!

It’s a new year, so why not try something new? REACH of Denton is looking to shake things up and we want to hear from our consumers? Have idea for starting a new support group? Want to try a new IL skills training session or workshop? Looking for different social/rec activities to check out? Have specific questions about ADA issues? Want to recognize someone in your community for outstanding work in expanding opportunities for people with disabilities? Contact our office today at 940-383-1062 and we’ll do our best to make it happen!

CALLER OF EVENTS

Call us if you need any accommodations such as a sign language interpreter, Braille materials, etc.

March 2019
7 Social Skills Workshop @ center 9:30 - 11:00 A.M. (Practice and learn effective communication skills with LPC-I, Kathryn Kososki.)
14 Social Skills Workshop @ center 9:30 - 11:00 A.M.
21 Social Skills Workshop @ center 9:30 - 11:00 A.M.
27 Volunteer Appreciation Reception @ the center 10:00 - 11:00 A.M.
28 Social Skills Workshop @ center 9:30 - 11:00 A.M.

April 2019
3 Public Speaking Advanced Skills @ the center 9:30 - 11:00 A.M.
10 Public Speaking Advanced Skills @ the center 9:30 - 11:00 A.M.
17 Public Speaking Advanced Skills @ the center 9:30 - 11:00 A.M.
19 Center Closed (Good Friday)
23 Infection Prevention @ the center 10:00 A.M. - 12:00 P.M  (Topics will consist of Self-Care, Wound Care, Bed/Pressure Sores, and the importance of Autonomic Dysreflexia.)
24 Public Speaking Advanced Skills @ the center 9:30 - 11:00 A.M.

May 2019
15 Hoarding Workshop @ the center 1:00 - 2:30 P.M. (Hoarding, Risk factors and How to get Help.)
27 Center Closed (Memorial Day)

Please RSVP with REACH of Plano if you need any accommodations at least 2 weeks in advance of the event

Coming up:
Individual Skills Training/ Money Management: organization, housekeeping task accommodations, social skills, ect.

Individual Art Therapy Sessions: as an alternate to traditional counseling and support groups for self expression and coping skills.

Nursing Home Prevention Workshop Series: call office for more information.
REACH of Plano wants to give a big thank you to all the volunteers and consumers and advocates that helped with our Winter events:

Texas Bullet Train Presentation and Accessibility discussion for the future - Texas Central
Holiday ornaments handcrafting
International Day of Persons with Disabilities
Disability Integration Watch Party live with the re-introduction of the DIA in Congress!
Ed Robert's Day - the father of Centers for Independent Living tribute newsletter
Our 2019 Texas Legislative Breakfast with Tarrant, Dallas, Denton and Plano Texas Representatives’ aides getting to know REACH Inc., and our local Disability Community.
Collin County Democrats with Disabilities for continuing to champion accessible voting, accessible forums and accessible ideas on local issues!
Community Partners Networking get-together!
Meeting with Texas Representative’s office in Allen, Texas - Jeff Leach
Public Speaking Basics skill set series 1

The 1st year anniversary for both Kathryn Kososki- Youth Transition and Community Outreach Specialist & Shawnett Viani - Records Manager. Both have given so much to our services, our consumers and our vision!!! Together - they have made Collin County a gem in the disability community!

Special thanks to all who have expressed interested to become volunteers or partners for the advocacy against EVV. Together we can make a difference!

I also wanted to thank Debra Caudy with 29 Acres, for taking the time to share with me about the services your agency provides, and to Valerie Gotcher from BIND, with sharing to your agency about REACH events.

Movie Day with Youth Transition group- Youth transition group used DART bus to go see a movie at the Plano dollar theater.
History of CIL Tea Party- Lead by Shawnett Viani
Plano SAGE Summer Camp Expo
Texas Transition Conference

REACHing Out - March - April - May - 2019

Rates for Advertising in REACH Newsletter
Below are the prices for placing an advertisement in the REACHing Out newsletter. The newsletter is published quarterly in December, March, June, and September. The newsletter is sent/distributed to 2,500+ readers living primarily in Tarrant, Dallas, Denton & Collin Counties and is available online at www.reachcils.org.

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If you have any questions, please call Becky Teal, newsletter editor, at REACH of Denton 940-383-1062 or contact her by email at reachden@reachcils.org. These advertising rates may change without prior notice.
Superior HealthPlan proudly supports Rehabilitation, Education, and Advocacy for Citizens with Handicaps Inc.

Words To Live By!!

“In the middle of every difficulty lies opportunity.”

Albert Einstein

The REACH Resource Centers on Independent Living are Fragrance Free facilities! Please do not wear scented products when visiting the centers or participating in any of our services or activities. Thank you!
CARING to HELP

Honor your loved ones with a gift to the REACH Resource Centers on Independent Living.
Donations in memory of a loved one or to celebrate a birthday, anniversary, wedding, Christmas, Valentine’s Day, etc. will help REACH continue its work in providing an array of independent living services to North Texans with disabilities.

Enclosed is my contribution of $____________

In Memory or Honor of (Name): _________________________________________

Check one: Memorial ____ Birthday____ Anniversary____ Wedding____ or
Other (Explain)________________________________________________________

Send acknowledgement to (Name, Address, City, State & Zip Code):
_____________________________________________________________________

From (Your Name, Address, City, State & Zip Code):
_____________________________________________________________________

Make checks payable to REACH, Inc. and mail this form to 1000 Macon Street, Suite 200, Fort Worth, TX 76102-4527. THANK YOU FOR YOUR FINANCIAL SUPPORT.

The contents of this newsletter were developed, in part, under grants from the U.S. Department of Health and Human Services (HHS) and the Texas Health and Human Services Commission (HHSC). The contents of this newsletter do not, however, necessarily represent the policies of HHS or HHSC and you should not assume endorsement by either the federal or state government.

REACH receives a majority of its funding to operate the centers from grants from HHS and HHSC. REACH of Denton receives 100% of its funding ($240,310) from HHS; REACH of Fort Worth receives 100% of its funding ($262,280) from HHSC; REACH of Dallas receives 100% of its funding ($463,540) from HHS; and REACH of Plano receives 100% of its funding ($262,279) from HHSC.

JUST A REMINDER

REACH generates additional funds to enhance its mission by participating in the Tom Thumb, Kroger and Amazon Smile donor programs. Each company allows its customers to register so that donations go to a nonprofit organization that the customer supports. Then every time a purchase is made by the customer, the nonprofit receives credit for the total amount of the purchase. The Tom Thumb, Kroger and Amazon companies then periodically issue a donation check to REACH for a percentage of the total of its supporters’ purchases.

If you and/or your family and friends shop at or online at any or all of these companies and would like to make sure that REACH is able to continue providing services to North Texans with disabilities, please call any of the REACH offices for more information on how to enroll in these no cost to you donor programs.

PROJECT RAMP - Fort Worth

Do you or someone you know need a ramp built and/or handrails or grab bars installed?

The REACH of Fort Worth Resource Center on Independent Living offers accessible home modifications for low income individuals with mobility impairments who live in the City of Fort Worth. If you meet the following guidelines, you may be eligible for assistance in making these accessibility modifications.

You must be a person with a mobility impairment.
You can be any age.
You must be a homeowner, live with the homeowner or have a letter from the landlord giving permission to make the accessible modifications to the home. (No apartments.)
Must provide proof of total household income and must meet federal guidelines for low-income households. (You must provide a copy of income verification and a Social Security number from each family member living in the household who is 18+ years of age.)
Your property taxes must be current

*FUNDS WILL BE USED ON A FIRST REQUESTED, FIRST SERVED BASIS*

If you need more information about this program, please call Alma Hernandez, Project Ramp Coordinator, at 817-870-9082