
INTERPRETER HANDBOOK

Disability Access Services



FEBRUARY 1, 2015
OREGON STATE UNIVERSITY
A200 Kerr Admin Bldg, Corvallis, OR 97330

DISABILITY ACCESS SERVICES

Interpreter Handbook

Welcome to Disability Access Services.

Disability Access Services (DAS) is a department within the Student Life alignment group in the Division of Student Affairs at Oregon State University. The guiding principles of DAS are embodied in the departmental Mission, Vision and Goals, which can be found in the DAS Student Handbook at <http://ds.oregonstate.edu/student-handbook-page/das-student-handbook>.

The Deaf and Hard of Hearing (DHOH) Access Services program provides accommodations to eligible students who have registered with DAS. In most cases accommodations for university events, colleges, and departments at OSU for faculty, staff, and visitors with hearing loss are also scheduled through the Deaf and Hard of Hearing Access Services Program.

Interpreters employed by the DHOH program demonstrate skills, professionalism, and collaboration as members of a team in pursuit of the goals of Disability Access Services.

The information in this handbook applies to all interpreters working for DAS at OSU.

Contact Information

Disability Access Services
A200 Kerr Administration Building
Phone: 541-737-4098
FAX: 541-737-7354

Program Manager: Deaf and Hard of Hearing Access Services
DHOH.Services@oregonstate.edu
541-737-3670 (voice)

Manager: Assistive Technology
DAS.Production@oregonstate.edu
541-737-3666 (for captioning issues)

To request this handbook in an accessible format please call 541-737-4098

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Accommodations in Postsecondary Education

Accommodations in postsecondary education are governed by Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the ADA Amendments Act of 2008. Oregon State University, as a recipient of federal funds, is under the jurisdiction of Title II of those laws. See <http://www.ada.gov/publicat.htm> for additional information.

Interpreter Duties and Responsibilities

In the course of employment with Disability Access Services, interpreters will:

- Interpret/transliterate, both receptively and expressively, in a variety of settings at Oregon State University.
- Maintain accurate records of all hours worked and submit all paperwork in a timely manner.
- Use the DAS database to update personal information, view interpreting assignments, request substitutes, and receive notices.
- Attend mandatory meetings (maximum one per term).
- Demonstrate professional behavior; abide by the tenets in the *Code of Professional Conduct* adopted by the National Association of the Deaf and the Registry of Interpreters for the Deaf.
- Contribute and collaborate effectively as a team member in support of the mission of Disability Access Services and Oregon State University.

Hiring Paperwork and Payroll

In general interpreters at OSU are hired as Temporary, Part-Time Employees (TS 901) and are limited to working 1039 hours per academic year.

The DAS Operations Manager will provide either a hard or electronic copy of the hiring paperwork. Upon completion, transcribers should call the DAS front desk at 541-737-4098 to schedule an appointment with the Operations Manager in order to receive a *Conditions of Temporary Employment* form that must be turned in to the University Administrative Business Center (UABC), with all hiring paperwork, prior to enrollment in the OSU payroll system.

Please follow the instructions provided in the hiring paperwork packet and bring completed papers to the UABC in order to complete the employee identification verification. Please Note: a Social Security card is required even when using a form of ID from List A on your I-9 form. The UABC is located at 1600 SW Western Blvd., University Plaza suite 230.

In order to remain in the OSU payroll system, interpreters must sign a contract renewal form by June 30th of each year.

Interpreters will be contacted when the contract renewal forms are ready for a signature. Signed contracts should be turned in to the Operations Manager in DAS. Please note that if the form is not submitted prior to the renewal date, transcribers are not eligible to work until the form is processed through Human Resources.

Interpreters must read and/or complete the following OSU online trainings prior to working with students:

- FERPA (Family Educational Rights and Privacy Act) Training (please provide a certificate of completion to the DHOH Program Manager):
<http://is.oregonstate.edu/training/admin-systems-training/sis-training/ferpa>
- Mandatory Reporting of Child Abuse Policy: <http://hr.oregonstate.edu/policies-procedures/employees/mandatory-reporting-child-abuse>
- Disability Access Services Training: <https://pace.oregonstate.edu/catalog/disability-access-services-training>
- Read the Disability Access Services Interpreter Handbook

Timesheets

The pay period runs from the 16th of the month to the 15th of the following month. Time must be entered and submitted electronically by 5:00 p.m. on the 15th of every month. When interpreters are scheduled in classes at the end of the day on the 15th, timesheets should be submitted as soon as possible on the following day, but no later than 5 p.m. on the 16th of the month. Employees cannot access timesheets in order to add hours after that date. Paychecks are issued on the last day of the month, and direct deposit is available. Please direct payroll questions to the DAS Operations Manager.

For more information or to take an online training in the use of the electronic timesheets, please visit <http://mytime.oregonstate.edu>.

Associate ID Cards

DAS will purchase an OSU Associate ID card for interpreters. Cardholders are authorized to borrow books from the OSU Valley Library, purchase a Recreational Sports membership, and set up ONID email and OSU Card Cash accounts. Associate ID cards are not approved for free Corvallis Transit bus rides, remote access to the Valley Library databases, or inter-library loan privileges. Please contact the DAS Operations Manager for assistance in obtaining an Associate ID card.

Parking

All employees at OSU are responsible for purchasing their parking permits and knowing the parking regulations on campus. For additional information, please visit <http://parking.oregonstate.edu/>.

University Closure/Emergency Notification

Interpreters are encouraged to sign up for the University Emergency Notification system. Employees must possess an OSU ID number and an ONID email address in order to register; instructions can be found at <http://oregonstate.edu/main/alerts/portal>.

Interpreters will not be paid in the event of a university closure (emergency, severe weather, etc.).

DAS Online Services

Interpreter assignment schedules and information, substitute request forms, personal information such as address and phone number, and DAS announcements are posted in the DAS database. Please ensure that information listed in the database is current.

Tutorials related to use of the database are located on the DAS home page. Please review these materials and contact the DHOH Program Manager if you have questions or need assistance.

Professionalism

All interpreters working for Disability Access Services at Oregon State University are required to abide by the *Code of Professional Conduct* developed jointly by the National Association of the Deaf and the Registry of Interpreters for the Deaf. Failure to comply with the code, with the exception of the "Need to Know" exclusion as defined below, may result in dismissal.

Requirements of confidentiality are for the protection of consumers; interpreters are not bound by the *Code of Professional Conduct* in situations that present immediate health and safety concerns. *In all cases of immediate threat to life, dial 911.*

Need to Know

Information that is learned during the provision of interpreting services should be shared with the DHOH Program Manager if such information could potentially impact the student's rights under the Americans with Disabilities Act, or as required by the policies in this document (i.e.: reporting "no shows.").

Right to Privacy

Interpreters must complete a Family Educational Rights and Privacy Act (FERPA) tutorial to gain access to the learning management sites, such as Canvas, in assigned classes. Instructions can be found at <http://oregonstate.edu/registrar/blackboard-access-ta039s-0>.

Mandatory Reporting

Employees of Oregon institutions of higher education are mandatory reporters. This includes part-time and/or hourly interpreters. Please review the requirements of mandatory reporting at <http://hr.oregonstate.edu/policies-procedures/faq/01-who-mandatory-reporter>.

Appearance

Interpreters are expected to dress professionally and appropriately for the assignment. As necessary, the DHOH Program Manager will issue specialized clothing/equipment (i.e.: lab goggles) required for an assignment.

Attendance, Punctuality, and Substitute Requests

Interpreters assigned to regularly scheduled academic classes are expected to attend every class and arrive punctually during the entire term. When interpreters are ill or unable to work and need a substitute, the *Substitute Request* form on the DAS database should be used. If computer access is unavailable, call DAS at 541-737-4098.

Please note that it is unacceptable to request a substitute in order to be available for outside, freelance work. Interpreters should email other interpreters directly to request a substitute only when there is a last-minute, urgent need. In such cases, the DHOH Program Manager should be copied on the email.

Social Media

Social media, such as Facebook, is widely used by OSU students and staff. Please carefully consider the implications of the use of social media related to the *Code of Professional Conduct*.

Cell Phones (other electronic devices)

Cell phones and other electronic devices must be set to "Silent" or "Vibrate" during all assignments and checked for messages only during breaks between classes.

Class Preparation

As professionals, interpreters are expected to be competent to perform the duties required for an assignment. If the assignment requires preparation beyond what is typically expected of professionals, please contact the DHOH Program Manager.

Learning Management System Access

Faculty often use a Learning Management System (LMS), such as Canvas, to post syllabi, notes, PowerPoints, study guides, etc. This information provides valuable preparation materials for interpreters. In order to gain access to an LMS, interpreters must request permission from the class instructor. Information about adding non-instructors to an LMS site can be found at https://my.oregonstate.edu/webapps/osu-faq-bb_bb60/view.jsp?id=1401. Interpreters must complete the FERPA training prior to being added to an LMS site.

Bookstore Policy

In order to borrow books from the Bookstore for class preparation, contact the DHOH Program Manager. Interpreters' names are added to a list of service providers who are permitted to borrow books from the OSU Bookstore for the term. All books borrowed must be returned to the Bookstore by the last day of Dead Week, and any damage to the books will be charged to the interpreter. In order to avoid charges, interpreters are encouraged to choose "Used" books whenever possible.

In-Class Interpreting

Schedule of Classes

The DHOH Program Manager will email all interpreters when schedules are ready to be viewed on the DAS database. Interpreters are asked to check schedules and either accept or request a change by contacting the DHOH Program Manager as soon as possible.

Schedules should also be checked the Sunday before the start of the term, as students edit their requests during breaks. Because students often add/drop classes during the first two weeks of a term, many aspects of the schedule might change. As a result the 24-hour cancellation policy does not apply to the first two weeks of classes. As changes are confirmed, schedules will be updated on the database.

Changes in Class Information

Signs are often posted outside of the classrooms with relocation information. Interpreters who are aware of any changes regarding the class location, instructor, meeting times, etc. should inform the DHOH Program Manager as soon as possible. All changes in class information will be

entered in the DAS database and will be reflected on the schedule of classes as information becomes available.

Set Up

Please arrive early the first day of classes in order to determine the best positioning.

Two chairs are placed for use by transcribers and interpreters in every classroom. In order to ensure that the chairs are available for use by service providers, the chairs are locked to a bracket on a wall; generally near the front of the classroom. The code for the locks is 4098.

Managing the Environment

The goal in positioning is to be able to hear both instructor and class comments and questions so that the interpreting is complete and accurate. In achieving this goal, please be aware that classrooms might be crowded and interpreters often work with a team. If one of the team members arrives to or leaves the class at any time other than the regularly-scheduled beginning or end of the class, please make every effort to select a position that supports the goal of interpreting while minimizing distraction to the class.

Teaming

Classes will be assigned a team of interpreters based on the length, speed, and complexity of the class. Please notify the DHOH Program Manager if a class has no team and you believe a team is necessary.

It is the responsibility of the team members to discuss and agree on timing for the interpreter switches, consistent use of vocabulary, and coverage for exams when only one interpreter is needed.

Teamed classes require a high degree of cooperation among team members in order to provide excellent interpreting services. Interpreters are expected to be actively engaged in the interpreting process during the entire class.

In-Class Media

DAS contacts faculty for information about the planned use of media prior to the beginning of classes. If, during a class, uncaptioned media is shown, please contact the DAS Manager of Assistive Technology at 541-737-3666 or DAS.Production@oregonstate.edu and the DHOH Program Manager at DHOH.Services@oregonstate.edu so that arrangements can be made to provide captioned media to the student.

Review Sessions, Meetings, Out-of-Class Assignments

Instructor-led review sessions, instructor-student meetings, and required out-of-class activities are among the miscellaneous assignments which are approved and paid for by DAS. In general, all requests for interpreters, other than for regularly scheduled classes, should be made by

students using the online request form on the DAS homepage. Occasionally, a last-minute need for approved interpreting services arises. In such cases, if there is no opportunity to contact the DAS office to receive permission to interpret prior to the assignment, the interpreter is authorized to perform the service. Upon completion, email the beginning and ending time, location of the assignment, and the related class designation (i.e. WR 121) to the DHOH Program Manager. Interpreting without prior approval from the DHOH Program Manager should occur only in rare circumstances when following the regular procedure for requesting services is impossible.

Miscellaneous Assignments

When a miscellaneous assignment runs overtime, please email the name, date, and actual time of the assignment to the DHOH Program Manager.

Midterms/Final Exams

Unless alternative arrangements have been made by the student and the instructor, one interpreter must be present for all exams. It is the responsibility of team members to determine how to share exam interpreting responsibilities.

In some classes, midterms and final exams are scheduled at times other than the regularly scheduled class time. Interpreters are responsible for notifying the DHOH Program Manager about the time, location, and designated interpreter for all exams occurring at times or locations different from the regular class schedule.

The designated “exam” interpreter will be paid for an hour of exam time, whether or not the interpreter is needed for the full hour. It is important for the “exam” interpreter to check in with the student and faculty member prior to the scheduled exam time to ascertain whether or not the interpreter will be needed for more than an hour. If so please inform the DHOH program Manager of the need for interpreter services beyond the designated one hour time frame.

Once the initial exam instructions have been given, if both the student and instructor state that no further services are needed, the interpreter may leave the class. Please remind the instructor that the student will not have access to any comments, questions, corrections, etc. when the interpreter is not present and request that any unanticipated changes be provided to the student in written format.

Self Care

Interpreting can be demanding both physically and mentally, and interpreters are encouraged to use good ergonomic and self-care techniques. These include working with a team if

necessary and having adequate breaks. Please contact the DHOH Program Manager if your schedule is too demanding and any time pain is experienced. Interpreters' health is important to us!

Working with the Faculty

At the first opportunity, interpreters should introduce themselves to the faculty member and briefly explain the role of an interpreter. Request a copy of the syllabus and permission to have tutor level access to the learning management system (i.e. Canvas) if it will be used.

A Notification of Academic Accommodations email from DAS is sent to faculty prior to the beginning of the term with accommodation-specific information. If the faculty member indicates no prior knowledge of the interpreting service, please refer them to the email and ask that they contact the DHOH Program Manager if they have additional questions or concerns.

Interpreters are expected to work collaboratively with faculty in order to ensure equivalent access for students with a hearing loss. Information provided to faculty members about the services provided by the Deaf and Hard of Hearing Access Program can be found at <http://ds.oregonstate.edu/deaf-and-hard-hearing-access-services>. Interpreters are encouraged to become familiar with this information prior to the beginning of the term.

Working with the Student

Contact Information

Interpreters are encouraged to exchange contact information with students for whom they interpret in order to communicate last minute assignment-related changes. Students are required to have ONID email addresses in order to use the DAS database; use of ONID addresses is preferred due to occasional firewall issues with other email accounts.

Late Arrivals, "No-Shows", and Class Cancellations

If a student arrives late to class, interpreters are required to wait 20 minutes for the student to arrive. All student "no shows" must be reported to the DHOH Program Manager. If the student communicates class related absences/cancellations with the interpreter directly, please confirm that the student has relayed the information to the DHOH Program Manager.

If the DHOH Program Manager informs an interpreter that a student will not attend class with less than 24-hour advance notice, or if the faculty member has canceled a class for the day with less than 24-hour notice, interpreters will be paid for the scheduled time of the class.

Assignments canceled with 24-hour advance notice are unpaid and should not be noted on the timesheet.

Student Rights/Responsibilities

A copy of the student handbook and the rights/responsibilities of students registered with Disability Access Services can be found at <http://ds.oregonstate.edu/student-handbook-page/das-student-handbook> Please review this information prior to working with students.

Professional Development

Observations/Feedback

Periodically, interpreters are observed by the DHOH Program Manager, or a designated DAS interpreter mentor, as an aid to professional development and to ensure quality services. Students are also surveyed for feedback about their interpreters. The results of the observation and surveys will be shared with interpreters.

Interpreters may request the DHOH program manager or the designated DAS interpreter mentor to observe a class if concerns have been raised regarding a student, faculty member or environmental issue or for other feedback and support.

Professional Organizations

The Association of Higher Education and Disability (AHEAD), its Oregon affiliate, ORAHEAD, and the Postsecondary Education Programs Network (PepNet) are sources of information related to new trends in in Disability Services and the provision of interpreting services. The PepNet website is an excellent resource for interpreters.

Interpreters are encouraged to become members of the Registry of Interpreters for the Deaf (RID), the Oregon chapter of RID, and the National Association of the Deaf for ongoing professional development.

Monthly Meeting Opportunity

In recognition that OSU has few places where transcribers and interpreters can meet, the DAS conference room is reserved one day a month in order for service providers to meet each other, share information, and develop a supportive network on campus. The designated monthly meet and greet time will be emailed to interpreters and transcribers.

Campus Resources

Suggested locations on campus that often provide a **quiet area** for rest and gathering are:

- Women's Building "living room"
- Beth Ray Center for Academic Support: <http://success.oregonstate.edu/beth-ray-center-academic-support>
- Memorial Union East <http://blogs.oregonstate.edu/muatosu/2014/01/06/memorial-union-east-wing/>

Information regarding some other resources:

- **Valley Library:** <http://osulibrary.oregonstate.edu/>
- **Mind Spa:** <http://blogs.oregonstate.edu/bewell/manage-stress/mind-spa/>
- A listing of **dining halls and restaurants** can be found at <http://oregonstate.edu/foodatosu/>
- **Craft Center:** <http://mu.oregonstate.edu/craft-center>
- **Dixon Recreation Center:** <http://oregonstate.edu/recsports/dixon-recreation-center>
- **Cultural Centers:** <http://oregonstate.edu/diversitydevelopment/crc>
- **OSU Bookstore (OSU Beaver Store):** <http://osubeaverstore.com/>

Commitment to Excellence

Disability Access Services is committed to excellence, and in that spirit, employees are encouraged to share suggestions for improvement in the Deaf and Hard of Hearing Access Services program with the Program Manager. Feedback is appreciated!

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