

# Herkimer County Newsletter

JANUARY, FEBRUARY, MARCH 2024



## INSIDE THIS ISSUE:

<i>Mental Health Visits</i>	<b>2</b>
<i>Legislative Mtg</i>	<b>2,3</b>
<i>Cornell Cooperative</i>	<b>3</b>
<i>Veterans Service Agency</i>	<b>3</b>
<i>HCCC</i>	<b>4,5</b>
<i>STOP DWI</i>	<b>6</b>
<i>Office for the Aging</i>	<b>7</b>
<i>IDA</i>	<b>8</b>
<i>Soil &amp; Water</i>	<b>9</b>
<i>Highway Dept.</i>	<b>10</b>
<i>Working Solutions</i>	<b>11 12</b>

## National Runaway Prevention Month



"National Runaway Prevention Month brings to light the issues runaway and homeless youth face every day and the local resources available to support youth in crisis. The Runaway and Homeless Youth Program (RHYP) of Catholic Charities of Herkimer County provides a 24-hour hotline with crisis services, counseling services, emergency housing, life skills, and other positive youth activities that make a significant difference to youth who have run away, as well as those living on the streets. The Herkimer County Youth Bureau has sponsored the Runaway and Homeless Youth Program since 1983. To highlight the partnership between Herkimer County and Catholic Charities over the past 4 decades, a handmade bench was displayed outside the Herkimer County Office Building for the month of November, to remind our youth that they are not invisible or alone, and that our community cares about them. The message "Can You See Me" signifies the "invisibility" of runaway and homeless youth as they struggle with their issues of abandonment, homelessness, and fear. Runaway and homeless youth often do not look like the stereotype of an adult homeless person. They often try to hide their situation and therefore the issue remains invisible. Catholic Charities thanks the Administration of Herkimer County for their collaboration and support, including County Administrator James Wallace, Commissioner of Social Services Tim Seymour, Executive Director of the Youth Bureau Rachael Case, and Integrated County Planning Coordinator Gina Giacobelli.

**Herkimer County is actively seeking candidates to fill vacancies in various departments. Please check out [www.herkimercounty.org](http://www.herkimercounty.org) for civil service exams and job postings. In an effort to increase recruitment please share these vacancies and exam information with individuals that may be interested.**



**Upcoming 2024 Legislature Meeting Dates:**

- January 2 @ 2:00 p.m..
- January 24 @ 7:00 p.m.
- February 14 @ 7:00 p.m.
- March 13 @ 7:00 p.m.

Be sure to check our website at a later date for 2024 meeting dates and times.

All meetings are held in the Legislature Chambers  
109 Mary Street  
Herkimer, NY 13350  
Check our website for Meeting minutes at [www.herkimercounty.org](http://www.herkimercounty.org)

**Civil Service Exams:**

- January 13
- February 10
- March 3
- March 23

Please visit [www.herkimercounty.org](http://www.herkimercounty.org) and click on "Civil Service Exams" for more information!



**Legal Holidays. All Herkimer County Offices will be closed:**

- January 1— New Years Day (observed)
- January 15—Martin Luther King, Jr. Day
- February 19—Presidents' Day
- March 29— Good Friday

\*Highway and Deputy Sherriff's Association Employees excluded

County Office Building  
Winter Hours  
8:00AM—4:30PM  
September 5, 2023 to May 24, 2024.



**HERKIMER COUNTY LEGISLATURE MEETING 12/13/23:**

During the December 13, 2023 Legislature Meeting, Legislator Russell presented outgoing Chairman Vincent J. Bono with a plaque in recognition of his dedicated service as Chairman of the Herkimer County Legislature from January 2020 to December 2023.  
Thank you, Mr. Bono!



During the December 13, 2023 Legislature Meeting, Chairman Bono presented outgoing Legislator Ray Johnson with a plaque for his 12 years of distinguished service to Herkimer County. Thank you, Mr. Johnson!

**MENTAL HEALTH VISITS**

Mental Health Clinic Visits		
Sept. - 610 (35% telehealth, 65% in office)	Oct. - 599 (32% telehealth, 68% in office)	Nov. - 645 (33% telehealth, 67% in office)

Mental Health Jail Visits		
Sept. - 38	Oct. - 25	Nov. - 36

# HERKIMER COUNTY LEGISLATURE MEETING 12/13/23 CONT'D:



Also honored (not pictured) during the December 13, 2023 Legislature Meeting were outgoing Legislators Peter Manno and John Stephens. Legislator Manno received a plaque for his 22 years of distinguished service to Herkimer County and its residents. Legislator John Stephens received a plaque for his 10 years of distinguished service to Herkimer County and its residents. Thank you, Honorable Sirs!

## Cornell Cooperative Extension Herkimer County

The Cornell Cooperative Extension recruits High school government students to participate in the 4-H Government Intern Program from school in Herkimer County. Special emphasis is on the participants "youth voice" in working for solutions to community issues in the county. The overall program goal is to increase student awareness regarding government by interacting with students from other Herkimer County school districts.



Pictured above: Chairman Bono, Program Director Wendy Richardson, and students: Mason Childress, Julia Davis, Tyler Izzo, Connor Mack, Matthew Martinez, Dylan Negron, Ayesha Rana, Derek Weiderman, Megan March, Frank Sudakow and Virginia Culver.

Students meet county government officials to learn the role and responsibilities of various local government departments. Students worked together on solutions to a community issue, and present their solution in a mock legislative meeting.

This year schools participating were CVA, Mount Markham and Poland high schools. Topics of projects by students were Educating youth on composting and healthier food choices, funding for nations Science Olympiad for youth, creation of a public transport route in Herkimer County, Promotion of attractions and venues in Herkimer County, and a recreation center for youth and Events. Students were given certificated by Legislators for their participation.

## FROM VETS::



The Herkimer County Veterans' Service Agency hosted a Veterans Day feast on November 11, 2023 at Crowley-Barnum American Legion Post 25 in Mohawk. The meal was provided in support of PFC Joseph P. Dwyer Veterans Peer Support Project.

Named in honor the memory of an Iraq war hero from Mount Sinai, NY, the Joseph P. Dwyer Veteran Peer Support Project is a peer-to-peer program for Veterans facing the challenges of Post-Traumatic Stress Disorder and Traumatic Brain Injury. To assist Veterans, service members, and their families to achieve and sustain personal health, wellness, and purpose in their post-service lives. Supported through the compassion and commitment of veteran peers.

The day started with a ceremony and several speakers. The keynote speech was delivered by Assemblyman Robert Smullen. Veterans from all over Herkimer County gathered for the first peer-to-peer support luncheon. An estimated 200 veterans and their family members gathered to share their experiences. Veterans from all era's and all branches of service came together for the comradery, a bond that ties us together.

On this Veterans Day, and on every day, thank you for everything that you have done and everything that you have sacrificed to protect our liberty and our security at home and abroad. Our state, our nation, and our world are better places because of you.

## FROM HERKIMER COUNTY COMMUNITY COLLEGE:



### State-of-the-art Esports Center Opens

Herkimer College's new Esports Center rounds out a year of excitement on campus surrounding the gaming industry, with the launch of its new business degree program, Esports Management A.A.S.

Located in the College's Technology Center, the gaming hub features 13 new gaming machines, along with Nintendo Switch and SONY PlayStation 5 gaming consoles. The Center is also engineered with ADA-compliant Spectrum Esports Evolution desks and digital displays, along with other gamer-ready technology and support.

"I'm happy the esports team now has a facility to match their skills and championship record," College Board of Trustees Chair Michael Stalteri, Sr. said.

Esports, involving professional or semi-professional competitive gaming, is a billion-dollar industry and has seen tremendous growth in recent years, both in terms of viewership and revenue. Recognizing the potential for job growth, Herkimer College launched its Esports Management degree program to position

graduates for careers in events management, broadcasting, facilities, game day management and operations, public relations, marketing, and sales.

In 2020, the College solidified its commitment to the popular esports movement by launching the Generals esports athletic program. As a member of the National Junior College Athletic Association Esports (NJCAA), Herkimer College stands at the forefront of over 600 teams and 1,500 student-athletes participating nationwide. The Generals esports team has achieved success, clinching a national championship in Call of Duty Gunfight in addition to securing three top-four finishes and a top-eight placement across various games over five seasons of competition.

To learn more about Esports Management A.A.S., visit [www.Herkimer.edu/esportsmgt](http://www.Herkimer.edu/esportsmgt)



# Herkimer

THE STATE UNIVERSITY OF NEW YORK

### New Law Enforcement Training Center Features Virtual Simulator

Herkimer College is home to a new Law Enforcement Training Center, featuring a virtual reality training system designed to help train police officers to respond to active shooter, domestic violence, and other high-stress situations.

Herkimer College Police Academy Program Director Mike Masi is excited to have this additional training tool for training cadets to become police officers. Located in the Technology Center, the VirTra® system will allow for realistic training to cadets in a safe environment where they can pause the scenario and learn from their instructor. Local law enforcement agencies will be able to use the system as well.

The new VirTra® system provides training on areas like de-escalation, use of force, interacting with mentally ill or disabled people, and communication and decision-making. Herkimer's V-300® solution includes five large screens for a 300-degree immersive training environment. Outcomes are based on the actions taken by the police officer in real-time with multiple responses from on-screen persons.

More than 400 law enforcement and military locations use VirTra® to improve judgment, critical thinking, communication skills, and decision making during highly stressful encounters.

Funding to create the dedicated training space and purchase the VirTra® system was obtained through a New York State grant awarded through SUNY to campuses for enrollment initiatives.

Herkimer College offers Phase I Pre-Employment Police Basic Training in partnership with the Little Falls Police Department. This first phase of pre-employment training is open to civilians and sworn police officers as an alternative to the conventional manner of conducting the Basic Course for Police Officers. More information is available at [www.herkimer.edu/police](http://www.herkimer.edu/police)



HCCC CONT'D:

## **College Presidential Search Update**

In November, four presidential finalists were hosted on campus for meetings with various stakeholder groups and the Board of Trustees. Following the campus visits, the Board reviewed survey feedback, reference reports, and interview notes, and selected a candidate to move forward to the SUNY Chancellor for the next phase of the process. SUNY and Chancellor King are currently working through the SUNY approval process, and the Board anticipates an announcement to be made by early spring. Chairman of the Board of Trustees Michael Stalteri said, "While we wait for SUNY to complete their process, we have great confidence in the administration, faculty and staff continuing to move forward with many new and exciting initiatives."

### **New Trustee Appointed**

Robert Drumm, of Mohawk, New York, has been appointed by New York State Governor Kathy Hochul to the Herkimer County Community College Board of Trustees. Drumm's appointment is for a term to expire on June 30, 2027.

Drumm is the chief executive officer and president of the board for the Mohawk Valley Ambulance Corporation, Mohawk, NY. Drumm served as executive vice president for the agency from 2015-2022.

From 2013-2015, Drumm was chief financial officer for the State University of New York Student Assembly, Albany, NY. He served as commissioner of elections for the Herkimer County Board of Elections from 2020-2022, and deputy commissioner of elections from 2014-2020.

Drumm earned an associate degree in cybersecurity from Herkimer College in 2013. While in college, Drumm served as president of the Student Government Association, and represented the student body on the Board of Trustees.



### **Mark Ainsworth Reappointed to Board of Trustees**

Mark M. Ainsworth, O.D., of Herkimer, was recently reappointed to a second term on the Herkimer College Board of Trustees by NYS Governor Kathy Hochul. He will serve a six-year term.

Ainsworth was originally appointed in 2015 by former Governor Andrew Cuomo. He is the owner of Herkimer Eye Care Center. Ainsworth served as the Herkimer village mayor from 1999 to 2014 and as village trustee from 1996 to 1999 and from 2019 to 2023.



FROM STOP DWI:

**DID YOU KNOW???**

**TRAFFIC SIGNAL NOT WORKING – MANDATORY ALL-WAY STOP**

In January, there were several days with very strong winds, gusting to 50-60 mph in parts of the County. This resulted in numerous power outages. As a result, traffic signals, in some cases, were inoperable. It is a rare occurrence when traffic signal lights are not working, but many drivers do not know what to do when approaching such an intersection.

Section 1117 of New York State Vehicle and Traffic Law (VTL) mandates that when an intersection has a malfunctioning or out-of-service traffic control signal, unless directed to proceed by a police officer, motorists **must stop** as if an all-way stop sign was present. That means all drivers must yield the right of way as they should at an all-way stop sign.

In this case, you must yield to any vehicle already in the intersection; otherwise, the first vehicle to arrive at an all-way stop sign goes first. However, if two vehicles arrive at approximately the same time, drivers shall yield the right of way to the vehicle on the right.

If you and another vehicle arrive at the intersection at the same time and you're across from each other (rather than one to the right and one to the left), pay attention to the traveling direction of the other car by watching for turn signal indications. If it is going straight or right and you are also proceeding straight or right, you can both travel forward because you won't cross each other's path.

The requirement for all drivers to treat inoperable traffic signals as an all-way stop intersection is just common-sense safety. Just think how dangerous it would be if motorists on intersecting streets or roads assumed they had the right-of-way at a light that was not working.

If you read this article, you now know what to do. Tell your family and friends – they also need to know.

AARP's Driver Safety course not only reminds participants of this and many other rules, but also reinforces the information with a series of knowledge checks during in-class sessions. Driver safety courses will resume in late April at various locations in northern New York State. Such refresher courses are critical to drivers of all ages and are highly recommended, not just for the insurance discount for course participants.

This article was submitted by the Herkimer County STOP-DWI Office and is a one in a series of articles developed and published by the Franklin County Traffic Safety Board and is being reprinted with their permission.



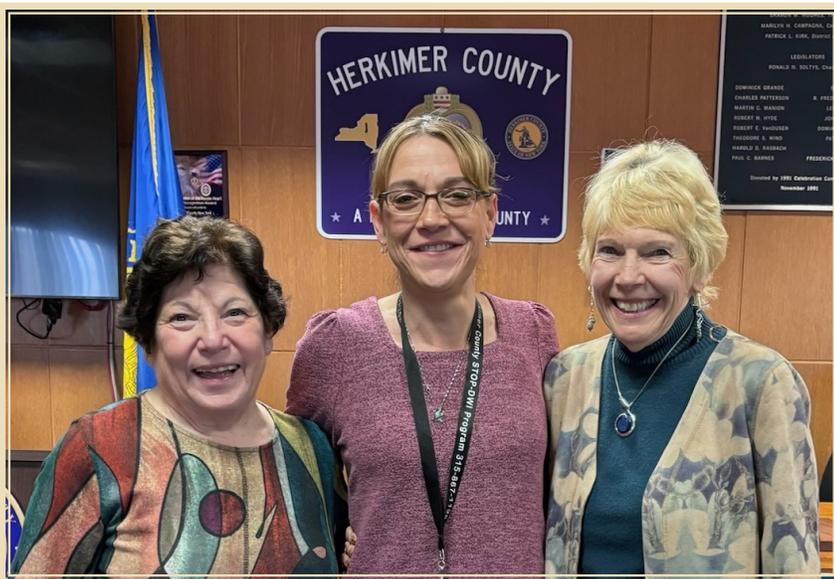
## FROM THE OFFICE FOR THE AGING:

Office for the Aging placed gift tags on the Christmas tree in the Office for the Aging in Herkimer. With the help of county employees, Legislators, local churches, Fidelis, Excellus Blue Cross Blue Shield and many other community members and organizations, the Office for the Aging will distribute over 180 Christmas gifts to older adults in Herkimer County. The Office for the Aging partnered with the Old Forge Library to bring some joy to our older adults in the North Country. The older adults who receive these gifts are always so thankful that someone was thinking of them.

Office for the Aging staff and volunteers will deliver the packages to the older adults. The staff and volunteers are always greeted with smiles. These individuals appreciate the generosity of all of those individuals who contributed to this effort.

We hope to continue this event in 2024 and hopefully we will be able to provide additional older adults a bit of Christmas cheer. Office for the Aging staff would like to thank all individuals who assisted with this effort. Every gesture of kindness helps make our community a better place to live.

The Office for the Aging would like to remind community members to stop in and visit with an older adult during this time of the year. You will make their



Herkimer County Office for the Aging would like to express our sincere appreciation to Eileen Manno from Frankfort and Carolyn Trimbach from Old Forge. Eileen and Carolyn have served on our Advisory Council for many years. These two individuals have given so much to our office and to their communities. They will be missed.

FROM THE IDA:

Herkimer County, in collaboration with the Herkimer County Industrial Development Agency (HCIDA), was awarded \$300,000 in grant funding through New York State Office of Homes and Community Renewal's for the Community Development Block Grant Economic Development program. This will provide our county with the critical resources for collaborative local economic development efforts, with the intention to create jobs, expand economic opportunities and improve the quality of life for working families in Herkimer County. It is the program's intent to assist with technical assistance targeted to small start-up enterprises where such assistance is deemed applicable, and ultimately grant for businesses which fit the established criteria for assistance for those ventures. For more information or to discuss a potential project, please contact the Herkimer County Industrial Development Agency by phone at (315) 866-3000 or email Jenn Young at [jyoung@herkimercountyida.org](mailto:jyoung@herkimercountyida.org)



**\$5,000 - \$35,000**

Must result in either the creation of at least one new job for individuals of low-to-moderate income, or company owner must be of low-to-moderate income

TO FILL A VOID IN HELPING MICRO EXISTING COMPANIES OR START-UP COMPANIES BY PROVIDING FUNDING FOR FIXTURES, EQUIPMENT, MACHINERY, AND FURNITURE, WHILE AT THE SAME TIME AMPLIFYING EFFORTS TO INCREASE JOB OPPORTUNITIES FOR LOW-TO-MODERATE INCOME

## APPLICATION

RETURN ALL APPLICATIONS AND DOCUMENTS TO

Jennifer Young  
Herkimer County Industrial Development Agency  
420 E. German St, Box 1  
Herkimer, NY 13350  
[jyoung@herkimercountyida.org](mailto:jyoung@herkimercountyida.org)  
(315) 866-3000

[HTTPS://WWW.HERKIMERCOUNTYIDA.ORG/DOCUMENT\\_TYPES/LOAN-GRANT-APPLICATIONS-AND-GUIDELINES/](https://www.herkimercountyida.org/document_types/loan-grant-applications-and-guidelines/)



## CRITERIA

Involved in sectors of **manufacturing, warehousing & distribution, agriculture, high technology, research & development and traditional & innovative small business endeavors**

Must be located within the **County of Herkimer**

**Sole Proprietorship, Partnership, Limited Liability, or Corporation**

Commercial enterprises that have **5 or fewer full-time employees, one (1) or more of which owns the enterprise at the time of the application**

Must complete approved entrepreneurial assistance or small business-training program

[WWW.HERKIMERCOUNTYIDA.ORG](http://WWW.HERKIMERCOUNTYIDA.ORG)



FROM SOIL & WATER:



**2023 Japanese Knotweed Project**

**Japanese Knotweed treatment in the Town of Webb.**

2023 marks the 5<sup>th</sup> year of treating several high priority infested sites for the Herkimer County knotweed project. This project began in 2016 as a whole county inventory project, covering every road in the county. We have investigated and inventoried more than 1,000 knotweed infested sites. The treated sites were prioritized based on water quality concerns and proximity to vital infrastructure by District Board approval. Director's rank and approve any sites to be treated and district staff obtains landowner permissions before treating any prioritized sites. This year pesticide technicians Gabby Lewosko and Rosalee Walter, with the help of district manager Gerry Smithson, took on 6 new sites in the town of Webb. We tried a mixture of different treatment methods, such as spraying or injecting with organic weed killer or horticultural vinegar. We also tried mechanical harvesting and bagging of the material harvested, where we let the knotweed dry out before we brought it to the landfill. Webb landowners were extremely pleased with our efforts! We plan to continue to treat knotweed as long as we have the staff and funding to support the program.



**2023 Center Road Willow Project**

**HERKIMER COUNTY SOIL & WATER CONSERVATION DISTRICT**



The Herkimer County Highway Department designed this project and obtained the DEC permit to complete a stream stabilization project on Ferguson Creek at the Center Road bridge. After the Highway Department completed the large rock riprap and floodplain bench areas, Soil & Water Conservation District staff used the planting plan approved by DEC to install nearly 350 live willow stakes. Approximately 65 stakes 48" long were installed between the large riprap stone and over 270 stakes 36" long were installed in the floodplain bench areas and side slopes. In order to install stakes of this length, the Herkimer County Soil & Water Conservation District Board authorized staff to purchase a large cordless hammer drill and the necessary large auger bits to get the stakes installed at a minimum depth of 2 feet in rocky gravelly areas. This was a nice partnership between the Herkimer County WQCC, FLOWPA, Herkimer County Highway Department, NYS DEC, Herkimer County BOCES, and Herkimer County SWCD to complete a high priority project and protect valuable trout habitat. Linear footage of streambank repair totaled nearly 200 feet combined for both banks. Cutting the willow stakes was a joint effort between our own SWCD staff and the BOCES Conservation Class. The first phase of the project was for District staff to prune and weed eat the willow plantation on BOCES property in order to gain access to cut the willow stakes. This allowed staff to get between the rows and harvest the willows.

FROM HIGHWAY:

## HERKIMER COUNTY HIGHWAY DEPARTMENT

Herkimer County Highway Department has completed another season of successful construction projects and maintenance operations throughout the 574.5 mile county highway system.

### CAPITOL CONSTRUCTION PROJECTS

PROJECT	LENGTH	TOWNSHIP	TYPE OF WORK
Widge Hill Road, CR 95 (BIN 377 1950)	28 Ft Span	Hamlet of Van Hornesville, Town of Stark	Bridge Replacement
Newport Road, CR 154 (LC154 10)	14 Ft Span	Town of Schuyler	Large Culvert Replacement
Big Moose Road, CR 1	3.82 Miles	Town of Webb	Highway Surface Rehabilitation
North Street, CR 67	0.53 Miles	Village of West Winfield	Highway Rehabilitation
Elizabethtown Road, CR 305 & 43	1.68 Miles	Town of German Flatts	Highway Surface Rehabilitation
Summit Road, CR 58	2.18 Miles	Village of Middleville, Town of Newport	Highway Surface Rehabilitation
Military Road, CR 113	1.74 Miles	Town of Russia	Highway Rehabilitation
Reese Road, CR 81 & Joslin Hill Road, CR 127	2.04 Miles	Village & Town of Frankfort	Highway Surface Rehabilitation
Spencer Street, CR 168	0.40 Miles	Village of Dolgeville	Highway Surface Rehabilitation
Jerusalem Hill Road, CR 16 Jordanville Road, CR 18 Stone Road, CR 141	3.41 Miles	Towns of Litchfield Town of Columbia Town of Winfield	Highway Surface Rehabilitation



Big Moose Road, CR 1—Town of Webb



Widge Hill Road, CR 95 BIN 377 1950 - Hamlet of Van Hornesville, Town of Stark



### COUNTY HIGHWAY MAINTENANCE OPERATIONS



**Oil & Stone Highway Surface Treatment** - County Highway Crews along with Vestal Asphalt performed approximately 72 miles of oil and stone applications to county highways located in the Towns of Warren, Stark & Danube and partially in the Towns of Little Falls, Manheim & Herkimer. The program was completed in a total of 12 days.

**Ditching & Sodding Operations** - County Highway Crews performed approximately 56 miles of ditching & sodding operations on county highways the Towns of Winfield, Litchfield & Frankfort in preparation for Slurry Seal surface treatment in 2024. They are currently finishing approximately 78 miles of ditching & sodding operations on county highways in the Towns of Salisbury, Manheim, Fairfield, Norway & Ohio in preparation for oil & stone surface treatment in 2024.

**Slurry Seal Surface Treatment** - Slurry seal and crack filling operations were performed on approximately 41 miles of county highways located in the Towns of Warren, Columbia, Stark, Danube, German Flatts & southern portion of Little Falls.

**Miscellaneous Operations** - The County Highway Crews also performed culvert replacements, bridge repairs, stream bank restorations, emergency storm clean up and repairs, tree removal & trimming, sign installations & maintenance, guide rail installation, replacement & repair and miles of mowing and sweeping. These operations were performed throughout the entire county with the support of our fleet mechanics and seasonal staff. Great job by all involved!

FROM WORKING SOLUTIONS:

# WIOA YOUTH SERVICES FOR YOUNG ADULTS 18-24

HERKIMER  
WORKING SOLUTIONS  
CAREER CENTER  
320 N. PROSPECT ST.  
HERKIMER, NY 13350  
315-867-1400



Do any of these describe you?

- Pregnant/Parenting
- Disabled
- Probation/Parole
- High School Dropout
- Former Foster Care
- Homeless
- Other Barrier

## JOBS, INTERNSHIPS & TRAINING WAITING FOR YOU!!!

- ### Jobs & Internships
- Access to Job Fairs & Recruitment Opportunities
  - Part-time & Full-time Jobs
  - Volunteer Opportunities
  - Resume Assistance
  - Interviewing Practice
  - Work Experience Opportunities

- ### Training & Certificates
- Vocational Training Programs
  - Assistance with High School Equivalency
  - Financial Literacy Training
  - Employment Readiness Classes
  - Free Self-Paced Online Training Platform

Out of school?  
Having a hard time finding a job?  
Not sure if you might need training?  
Need help with next steps?  
Call us today!!



# ATTENTION MOHAWK VALLEY EMPLOYERS

Are you struggling to find employees? We can help!

**Herkimer Working Solutions is now hosting monthly mini job fairs in an attempt to connect business and job seekers.**

Job fairs are held each month on the 3<sup>rd</sup> Friday, from 1-3pm. Tables and chairs provided.

Benefits to partnering with Herkimer Working Solutions:

- Centrally located
- Free from workplace distractions
- Connections to company incentives and programs to assist in the hiring process
- Job search and preparedness resources for potential candidates, free of charge

## Interested in participating in a job fair?

Contact Career Center Manager Nicole Wilson for additional information and scheduling!

Phone: 315-867-1400 Email: [nwilson@herkimercounty.org](mailto:nwilson@herkimercounty.org)



**HERKIMER WORKING SOLUTIONS**  
320 N. Prospect St. Herkimer, NY 13350  
315-867-1400 | [nwilson@herkimercounty.org](mailto:nwilson@herkimercounty.org) | [working-solutions.org](http://working-solutions.org)

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities