

CADETS WITH SPECIAL NEEDS

EXERCISE: ANSWER KEY

Scenario	Wrong Mentality	Potential Accommodations
Group I Simple Accommodations		
<p>(1) Broken Arm</p> <p>A cadet broke her right arm and her cast extends above the elbow. She obviously cannot do push-ups or render a normal salute for the next 8 weeks.</p>	<p>Because she can't do push-ups, she fails the CPFT and won't earn promotions.</p> <p>Because she can't render salutes, she should not be in uniform.</p>	<p>For fitness, assign her to Category II and temporarily waive her from the push-up event, until her doctor clears her for full participation.</p> <p>For saluting, teach her the guidon bearer's hand salute (which uses the left arm), and allow her to keep her right sleeve rolled-up.</p>
<p>(2) Attention Deficit Hyperactivity Disorder (ADHD)</p> <p>A cadet's ADHD makes it difficult for her to do well on written tests, especially if there's a time limit involved.</p>	<p>Fairness requires us to apply the standard testing rule equally to all cadets, so this cadet just needs to conquer her ADHD if she wants to pass.</p>	<p>Ask her how does she complete written tests at school. Ask the family if she has an IEP, and what does it say?</p> <p>E.g.: Administer the test in segments. Do one-half of the test, take a break, then proctor the other half.</p>
<p>(3) Social Anxiety Disorder</p> <p>A newcomer has a significant anxiety disorder, for which he is being treated. He wants to join and become a cadet, but worries about the squadron's practice of calling on cadets to share aerospace current events and do impromptu speaking.</p>	<p>Fairness requires us to apply the impromptu speaking rules equally to all cadets.</p> <p>Being a cadet means learning to overcome your fears.</p> <p>This cadet will need to "man up" or stay home.</p>	<p>Because the cadet is under treatment, ask the family to discuss impromptu speaking assignments with the doctor / counselor.</p> <p>Until the doctor / counselor provides guidance, arrange for the cadet to not be called upon, and be discreet about this.</p> <p>Support the cadet's treatment plan, but realize that it may be some time before the cadet participates in impromptu speaking or other high-intensity social environments.</p>
Group II Moderate Accommodations		
<p>(4) Limited Diet</p> <p>An active, successful cadet wants to attend encampment, but due to medical issues, she has a limited diet. It's unlikely that the "normal" offerings at the military dining facility will suffice.</p>	<p>We have no control over the menu or personnel at the military dining facility.</p> <p>Every cadet has an equal opportunity to eat what is offered; if this cadet refuses, that's her choice, and not the encampment's problem.</p>	<p>At least ask the dining facility manager for the menu in advance, and let the family review it to see how many meals are agreeable and how many would need substitutions.</p> <p>Together with the parent, ask the dining facility manager if accommodations can be made for the meals in question.</p> <p>Consider allowing the family to provide the special food for the cadet. E.g.: Store it in a mini-fridge and microwave it as needed.</p>
<p>(5) Participation on the Sabbath</p> <p>Your encampment begins at noon on a Saturday, but a Seventh Day Adventist family requests permission for their cadet to arrive after sunset on Saturday (roughly 6 hours later than normal) due to their observance of the Sabbath.</p>	<p>The Saturday morning arrival window applies equally to all cadets, so we're not being unfair by denying the request.</p> <p>The first few hours at encampment are so important; we can't afford to have the cadet miss this important time.</p> <p>The staff is busy on arrival day. A late arrival would be a real hassle.</p>	<p>With advance notice, we can accommodate a late arrival, and in this case, it is for a reason protected by our non-discrimination policy.</p> <p>Likewise, with advance notice to the flight commander and training officer, we can get the cadet up to speed on whatever training he missed during those 6 hours.</p> <p>A cadet's late arrival creates a nice leadership challenge for the flight staff.</p>

(6) Group Showers

A devout family is concerned for their cadet's modesty in a communal shower setting where public nudity is virtually unavoidable.

We have no control over the types of shower facilities available to us.

Lots of cadets feel awkward about group showers, but good hygiene is non-negotiable.

We can't let this cadet shower after lights-out, or else he'll fail to get the mandatory minimum number of hours for sleep.

With advance notice, we can grant special permission for the cadet to shower privately just after lights-out.

The family should be made to realize that the other cadets will inevitably become aware of the special arrangement, no matter how discreet we are.

Advise the family that the time available for sleep will be slightly curtailed.

Group III Complex Accommodations

(7) Blindness

A newcomer is blind and wants to join CAP. He will not be able to drill as a member of the flight, he cannot read from a hard copy textbook, and will likely encounter lots of practical challenges in cadet life, especially during overnight activities.

We have an obligation to help all cadets equally, and a blind cadet will demand more time and attention than normal, so his participation will be unfair to the other cadets.

If the cadet can't drill in the flight, there's no way he can earn C/Amn, so there's no point in him joining.

For textbook study and written tests, special software may be available, or the cadet could use an amanuensis (reader).

In drill, the cadet can learn to march in place (mark time) and call commands accordingly, if not march within the flight.

Although the cadet might be restricted from some aspects of cadet life, through ongoing dialogue between the family and the local leaders, it may be possible to discover creative ways for the cadet to not only participate in CAP, but to thrive.

Local leaders should contact National Headquarters and ask if they know of other blind youth who have become cadets. Perhaps NHQ can connect the family with peers who can share best practices.

(8) Paralysis

A cadet is paralyzed below the neck. She relies upon a wheelchair and requires a high degree of assistance in her daily life. She loves learning about space and read about CAP's model rocketry program.

We're simply not the right program for someone who has such intensive needs.

Unfortunately, someone who is paralyzed is simply not able to participate in the Cadet Program.

Although an extreme situation, the goal remains maximum participation in the least restrictive environment possible.

While CAP volunteers are not trained in supporting intensive special needs, a parent or caregiver could join CAP as a Cadet Sponsor Member.

From the beginning, the cadet can participate in CAP by wearing the uniform, attending meetings, listening to classes, contributing to group discussions, observing and critiquing drill and ceremonies, cheering cadets during fitness events, and generally contributing to the squadron.

Access to buildings would have to be worked-out as situations arise.

Local leaders should contact National Headquarters and ask if they know of other paralyzed youth who have become cadets. Perhaps NHQ can connect the family with peers who can share best practices.
