

Subsection 4.4 — Differing Abilities — Adaptive Role Assignment Sheet

Section 1 — Role Overview

Members with differing physical, cognitive, or emotional abilities are included through adapted tasks, tools, and roles that honor contribution without harm. The goal is participation with dignity, not forced equality of output.

Section 2 — Duties Checklist

- [] Identify strengths, limits, and preferred tasks
- [] Adapt heavy labor into oversight or planning duties
- [] Assign documentation, observation, or signaling roles
- [] Use labeled, tactile, or auditory tools as needed
- [] Include the member in morale and emotional-care duties
- [] Review accommodations regularly for comfort and safety
- [] Celebrate contributions publicly to reinforce dignity

Section 3 — Notes