

THE FLIC

NEWSFLASH

News from the Finger Lakes Independence Center

NOVEMBER 2025

"Being disabled should not mean being disqualified from having access to every aspect of life."

— Emma Thompson, actress, screenwriter,
advocate who lives with dyslexia and clinical depression

SHORT NOTES

- FLIC will be **closed on Thanksgiving Day and the day after Thanksgiving**. We will be busy gobbling.
- ☐☐☐ The Butterball Turkey Talk-Line answers over 100,000 calls a year. **If you have a question about your Thanksgiving turkey, the Butterball Turkey Hotline is at your service.**
- The "Cops, Kids & Toys" program -- serving Ithaca and Tompkins County -- will begin accepting toy donations on November 1, 2025. **The application period for families to**

request gifts is through **December 1, 2025**. For more information, visit the [Cops, Kids & Toys](#) website.

- Need a commode and/or a tub transfer bench? Our Loan Closet is overflowing with both so we will happily gift one or both to you FREE (while supplies last). If you're in need, email Janet at janet@fliconline.org.
- Would you like to make an end-of-the-year donation to FLIC? We would love that! Click here: [Donate to FLIC](#).
- You can **contact FLIC** by calling 607-272-2433 or by emailing the general mailbox at info@fliconline.org.

Gadabout Would Appreciate Your Feedback



Gadabout Transportation Services is conducting a survey to learn more about rider experiences and how they can improve their service. If you ride with Gadabout — or have in the past — they'd love your feedback!

Your input will help Gadabout plan for the future and continue providing safe, reliable, and accessible transportation for older adults and people with disabilities in Tompkins County.

Surveys can be completed by 11/15/2025:

- Online at <https://www.surveymonkey.com/r/5WGJX9R>
- By phone by calling COFA at 607-274-5449 from 9am-12pm on Tuesdays or Thursdays
- By paper survey by calling the Gadabout office (607) 273-1878 to request a survey by mail
- By QR code by scanning in the QR code above

Please share with your clients, residents, or anyone that uses Gadabout. We'd love to hear from as many people as possible.

Interested in Being
on FLIC Board of

we need
you, you & you



Directors?

FLIC is looking for new board members. Please reach out to Executive Director Jan Lynch at jan@fliconline.org or 607-272-2433 if you're interested in being on the board. We'd love to talk!

The 29th World of Skills Job Fair ... Another Success!

In late October, FLIC and other collaborating agencies held the **29th Annual World of Skills Tompkins County Job Fair**. More than 30 employers and 100 job seekers attended. It was wonderful to introduce potential employees to companies who are actively seeking workers. We're already looking forward to next year's World of Skills Job Fair. More companies! More candidates! More excellent matches.



So you got an interview,

now what?

A brief chat about disclosure and the interviewing process

-- By Spiro Yeo, CU Industrial and Labor Relations (ILR) High Road Scholar interning for FLIC



Everything is right with the world. You had a great talk with some recruitment people, they liked your resume, and then they offered to interview you. Now what? Well, FLIC has some excellent tips to help you navigate the interview process and nail it for your new job. Here are a few things to keep in mind while you are interviewing:

What to say:

- Ask if the employer may provide accommodations for your interview. People with physical disabilities may require additional accommodations for the interview to take place. In this case, it is acceptable to ask the employer to provide these resources for you.
- If you have a known disability that may affect your work, talk about it with your interviewer. Employers are not allowed to ask about the cause, extent, or nature of your disability during an interview. They are, however, allowed to ask how your work may be completed with reasonable accommodation in the event you have a known disability. It may help to describe how your work will be completed with these accommodations to your interviewer.
- Ask in what ways the employer is ADA compliant. It may be helpful to know the extent to which your employer provides accommodations for people with disabilities in their workplace.
- Only after you have a job offer, consider telling your employer about your disability. Unfortunately, negative stigma towards people with disabilities is present throughout the interviewing process. It is typically advised not to give your interviewer extensive details about your disability unless you feel comfortable talking about it.

What not to say:

- An answer to "Do you have a disability?" This question is both rude and illegal for employers to ask people with disabilities during an interview. You should politely decline to answer this and move on to another question.
- An answer to "Will you take a medical examination for this interview?" As with the above answer, this question should not be asked of you

during an interview. You should decline to take this examination, as employers are not permitted to require medical examinations as part of the interview process.

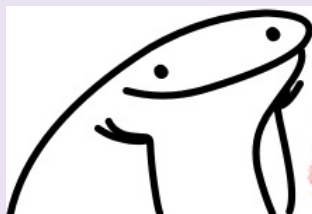
- Disclose your disability at the beginning of the interview. While illegal, employers will often find ways to discriminate against people with disabilities in the interviewing process. Disclosing your disability at the beginning of an interview is one way in which employers may start to illegally dismiss your candidacy.

- How your disability may negatively impact your work. If you have to discuss your disability in the interview, try to downplay the extent to which it may affect your work. Steer the conversation toward your strengths: your experience, knowledge, and ability to be the best possible employee for the company. You should try to sell yourself as much as possible to the interviewer, rather than focusing on your disability for too long.

How can FLIC help? Disclosing disability is, at the end of the day, the jobseeker's decision. While there are a few things to keep in mind about disclosure, you should consider it a good course of action if you need reasonable accommodations for work. Make sure that you consider all of your options. FLIC also has many great resources that can further help you on your interviewing journey! Our staff can help provide further materials and resources about what to disclose during an interview. FLIC works with a variety of employers to help people with disabilities acquire jobs in the community. Feel free to reach out to us at any time with questions that you may have.

World Kindness Day is November 13, 2025

World Kindness Day promotes and inspires acts of kindness, emphasizing the importance of empathy and goodwill in our daily lives. The goal is to make kindness a common practice rather than a rare occurrence. On **World Kindness Day**, people are encouraged to go out of their way to be kind to others. ***Individuals wanting to celebrate can do so by pledging to do at least one intentional act of kindness on that day that benefits someone else.***



Practicing kindness can have a positive impact on mental health. It can reduce stress and improve mood, happiness, and self-esteem.

What is New York Connects? How Can It Help You?

By Ben Bassett,
NY Connects Specialist



What is NY Connects? In short:
resources, resources, resources.

In 2006, New York Connects was established as an offering from the New York State Office of Aging where **representatives “connect” you to resources in the community**. Although NY Connects was originally exclusively an offering of the Office of Aging, in more recent years it has expanded to offer services from Independent Living Centers such as FLIC.

When I began working for FLIC and NY Connects, I obtained two certifications: one in **Information and Assistance** and the other in **Options Counseling**.

- **Information and Assistance is when I provide resources to a client and they then contact the resources independently.**
- **Options Counseling delves further into Individual Advocacy.** If a client decides they would like extra help, I'm happy to initiate things like housing searches, environmental and architectural modifications, assistive technology procurement, job placement, mental health referrals, peer support, and many other services.

One of the things I like most about my position is the wide range of advocacy I've been able to offer. For example, with FLIC, I helped two individuals secure competitive employment at employers of their choosing; both individuals were very eager to work and expand their independence through employment. I also helped an older adult move into a new residence, all the way down to physically moving her belongings myself with the help of gracious volunteers from Christian Ministries. I have attended doctor's appointments with clients when a second set of ears was needed to devise effective long-term care. I accompanied a woman to an operation at the hospital when she had no family or friends who could go with her. This type of advocacy is incredibly rewarding and keeps my work interesting.

Prior to working at FLIC I was a Technician for Numotion, one of the nation's largest Assistive Technology companies. My background in technology has influenced some of my work at FLIC; I am always game

to tune up a wheelchair, dream up an innovative solution to a unique problem, or collaborate with indispensable resources such as Cornell's Assistive Technology student teams. My entrance into the nonprofit sector was a huge shift, but it's fantastic to work for agencies like FLIC that have the freedom to help people without financial strings attached.

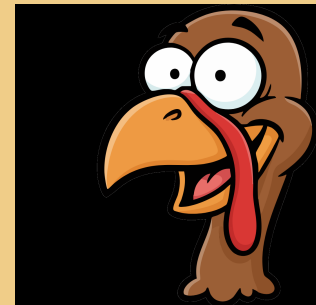
How can I help you? Recently I developed a one-handed typing device for a Cornell professor who has authored several books and has the use of only one hand. She said the device was "a game changer." If you are a stroke survivor or otherwise disabled and are interested in such a device, don't hesitate to reach out to me. I will set you up at no charge. **My greatest thrill is to see the benefits of my work directly impact someone's life and independence.**

FLIC is a "No Wrong Door" location; no individual is turned away if they present a challenge to be overcome. And if you have a family member who is elderly and/or disabled, my door is always open.

You can reach Ben at ben@fliconline.org.

Have this Thanksgiving Dad Joke ready to go if you need it:

"After you take the turkey out of the oven, how long do you let it rest?"



Every dad: "Well, it depends on how tired it is."



EMERGENCY
Preparedness



Warm Clothing Necessities

Do you have ...

Enough shirts and jackets?

One of the best ways to stay warm in cold weather is by wearing multiple layers of loose, lightweight clothing. Layering multiple pieces allows you to remove clothing or add to it depending on your body temperature. As air is trapped between your layers of clothing, it provides extra insulation.

that you don't get with a single, heavy layer.

Avoid cotton clothing, which doesn't have any insulating properties and won't dry once it gets wet. This can be very dangerous because wet cotton can quickly lead to hyperthermia. Instead, opt for moisture-wicking, man-made fabrics that pull moisture from your body and dry quickly.

Some hats and scarves?

We lose most of our body heat through our heads, making hats one of your most important winter accessories. It's also a good idea to wear a scarf to cover your mouth and nose and protect your lungs from freezing air. While earmuffs are also helpful, keep in mind that they don't keep heat from leaving your head.

Gloves and mittens?

You also lose a lot of body heat through your hands, so you'll want to invest in a good pair of gloves. Consider thermal driving gloves with thinner material at the fingertips, which can help prevent slipping as you grip a wheelchair or walker.

If opening your fingers is difficult, go with a pair of mittens instead. You can also put hand warmers in your pockets and touch them whenever your hands get cold.

Good boots and socks?

A good pair of snow boots and wool socks go a long way toward keeping you comfortable in cold weather. Make sure your boots have a good tread that grips the snow and helps you avoid slipping.

Your footwear should also be well-insulated and waterproof to keep your feet warm and dry. If they're not too hot against your skin, you may also want to invest in a pair of boot warmers.

Resource for Winter Clothes:

At their Ithaca office in Tompkins County, the **Samaritan Center** provides **emergency financial assistance, free clothing and personal care items**, and guidance and referrals to families and individuals in need, serving thousands of people each year.

Please call ahead at 607-272-5062 to make an appointment to request specific help.

No appointment is necessary for their free clothing closet. The hours of operation for the Clothing Closet are 9:00am-11:45am and 1:00pm-3:30pm Tuesday-Friday. The address is 324 W. Buffalo St. in Ithaca. For

TRY THIS FOR FREE!

Companion Pets



Available in our

Try It Room

FLiC

Items in our Try It Room can be borrowed for one month. There is no deposit or cost associated with using items from the Try It Room.

Want to Make A Difference? **November** offers ...

National Epilepsy Awareness Month
Stomach Cancer Awareness Month
Prematurity Awareness Month
National Family Caregivers Month
Transgender Awareness Week (Second week in November)
National Hunger & Homeless Awareness Week
(The week before Thanksgiving)
November 9 is National Diabetes Heart Connection Day
November 10 is World Keratoconus Day
November 12 is World Pneumonia Day
November 14 is World Diabetes Day
November 17 is World Prematurity Day
November 20 is World Pancreatic Cancer Day
November 27 is National Family Health History Day

And there are many more. Consider choosing a national awareness day,

week, or month and highlighting it in your personal or professional life.

Increased Awareness is a Powerful Tool.



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We'd Love to Hear From You!

Voice (607) 272-2433

Video (607) 216-9683

Fax (607) 272-0902

info@fliconline.org

Office Hours:

Monday-Friday

9:00am-5:00pm

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