

**BOARD OF DIRECTORS
SANTA CLARA VALLEY WATER DISTRICT**

RESOLUTION NO. 22-

**RESOLUTION DECLARING OCTOBER, 2022, AS
NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH AND
RECOGNIZING THE 32ND ANNIVERSARY OF THE AMERICANS WITH DISABILITIES ACT**

WHEREAS, efforts to educate the public about the issues related to disability and employment began in 1945 with Public Law 176 declaring the first week of October as National Employ the Physically Handicapped Week; and

WHEREAS, Congress expanded the week-long observance to a month and changed the designation to National Disability Employment Awareness Month in 1988; and

WHEREAS, more than 32 years ago, President George H. W. Bush signed into law the Americans with Disabilities Act (ADA) in July 1990; and

WHEREAS, the ADA is one of the most comprehensive pieces of civil rights legislation in America that prohibits discrimination and guarantees that people with disabilities have the same opportunities as everyone else in all areas of public life, including jobs, schools, and public and private places that are open to the general public; and

WHEREAS, it is the vision of the Santa Clara Valley Water District (Valley Water) to bring together diverse perspectives and backgrounds to promote the understanding, valuing, acceptance, and leveraging of diverse cultures, experiences, knowledge, lifestyles, and perspectives in order to enhance the delivery of products and services to the community; and

WHEREAS, it is the mission of the Office of Racial Equity, Diversity and Inclusion to promote equality and inclusion so that employees may develop and contribute to their full potential, thereby advancing Valley Water's commitment to creating an inclusive work environment, which reflects and supports the diversity of the community and enriches our perspectives in accordance with Governance Policy 7.7.

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District hereby recognizes October 2022 as National Disability Employment Awareness Month, celebrates the 32nd Anniversary of the ADA, and will coordinate acknowledgment of the observance through the Office of Racial Equity, Diversity and Inclusion in collaboration with the Ability Awareness Employee Resource Group.

Resolution Declaring October 2022 as National Disability Employment Awareness Month and
Recognizing the 32nd Anniversary of the Americans with Disabilities Act Resolution No. 22-93

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by
the following vote on September 27, 2022:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

JOHN L. VARELA
Chair Pro Tem, Board of Directors

ATTEST: MAX OVERLAND

Acting Clerk, Board of Directors