



# Santa Clara Valley Water District

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**File No.:** 19-0915

**Agenda Date:** 10/8/2019

**Item No.:** 3.3.

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## BOARD AGENDA MEMORANDUM

### **SUBJECT:**

Resolution Recognizing the 29th Anniversary of the Americans with Disabilities Act and Commemorating October as National Disability Employment Awareness Month.

### **RECOMMENDATION:**

Adopt the Resolution RECOGNIZING THE 29<sup>th</sup> ANNIVERSARY OF THE AMERICANS WITH DISABILITIES ACT AND COMMEMORATING OCTOBER AS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH.

### **SUMMARY:**

Twenty-nine years ago, in July of 1990, President George H.W. Bush signed into law the Americans with Disabilities Act (ADA). It is the most comprehensive piece 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. It is modeled after, and affords similar protections to, the Civil Rights Act of 1964. Distinct from the Civil Rights Act, however, the ADA also requires covered employers to provide reasonable accommodations to employees with disabilities, and imposes accessibility requirements on public accommodations.

The Santa Clara Valley Water District's (Valley Water) Reasonable Accommodation program is available for staff with qualified disabilities and complies with the ADA law.

### **National Disability Employment Awareness Month**

October is National Disability Employment Awareness Month (NDEAM). The purpose of NDEAM is to educate people about disability employment issues. It is also a way to celebrate the many and varied contributions of America's workers with disabilities. The theme for 2019 is "THE RIGHT TALENT, RIGHT NOW."

The history of NDEAM dates back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the

name to NDEAM.

Americans with disabilities have gifted our country with innovation, music, books, and political activism. Some famous Americans with disabilities include President Franklin D. Roosevelt, Helen Keller, John Nash - Nobel prize winner in economics, and Chris Burke - actor and National Down Syndrome Society goodwill ambassador.

Valley Water's Ability Awareness Employee Resource Group, is planning an event to celebrate the 29th anniversary of the ADA and to recognize NDEAM. The event will take place on Thursday, October 17, 2019 at 12pm in Valley Water's boardroom and will focus on vision impairments in the workplace. Not only will Valley Water be able to use the Board resolution attached as a way to convey its commitment to an inclusive workplace, it will also be an opportunity to raise awareness amongst Valley Water employees about people with disabilities.

**FINANCIAL IMPACT:**

There is no financial impact associated with this item.

**CEQA:**

The recommended action does not constitute a project under CEQA because it does not have a potential for resulting in direct or reasonably foreseeable indirect physical change in the environment.

**ATTACHMENTS:**

Attachment 1: Resolution

**UNCLASSIFIED MANAGER:**

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