



Santa Clara Valley Water District

File No.: 16-0722

Agenda Date: 9/27/2016

Item No.: 3.2.

BOARD AGENDA MEMORANDUM

SUBJECT:

Resolution Recognizing the 26th Anniversary of the Americans with Disabilities Act and National Disability Employment Awareness Month.

RECOMMENDATION:

Adopt the Resolution RECOGNIZING THE 26th ANNIVERSARY OF THE AMERICANS WITH DISABILITIES ACT AND NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH.

SUMMARY:

Twenty-six 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 District's 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 National Disability Employment Awareness Month 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 2016 is "#InclusionWorks"

The history of National Disability Employment Awareness Month 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 National Disability Employment Awareness Month.

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, Academy Award winning actress Marlee Matlin, and the “Father of the Mobility Movement,” Ralph Braun.

The newly formed Employee Resource Group at the District, the Ability Awareness Group, is planning an event to celebrate the 26th anniversary of the ADA and to recognize NDEA month. The event will take place on Tuesday, October 11th at 12pm in the District’s board room and will highlight the history of the ADA and discuss the benefits of employing and working with people with disabilities. Not only will the District 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 the District employees about people with disabilities and their contributions to the nation’s progress.

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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