

National Disability Month

October 1-31, 2009

Expectation +
Opportunity =
Full
Participation



Legislation

Amendments, Acts, or Executive Orders have been passed to ensure all Americans with disabilities are given the opportunity to achieve complete integration into American society without encountering barriers of discrimination.

Who is Considered Disabled in America?

- Someone who has a physical or mental impairment that substantially limits one or more of major life activities.
- Activities include walking, seeing, hearing, speaking, breathing, learning, working, self-care, performing manual tasks.



Others Considered Disabled Include:

- Someone with a record of impairment in life activities or someone who is regarded as having an impairment in life activities.



Legislation for Disabled Individuals Includes:

- The Architectural Barriers Act of 1968 -- covers buildings and facilities.
- The Rehabilitation Act of 1973-- covers employment.
- The Americans With Disabilities Act (ADA) of 1990 – covers employment excluding Federal employment.
- (The ADA was amended in 1992 to include Federal employment not addressed under the Rehabilitation Act of 1973).

Legislation

- There are four major Acts and Executive Orders that have a direct impact on Federal employees.



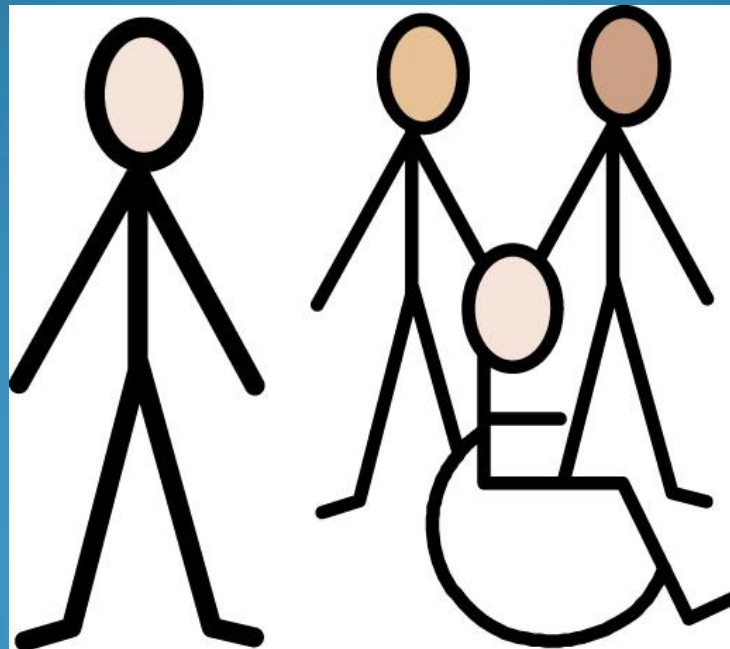
Rehabilitation Act of 1973

- Requires Federal departments and agencies in the Executive Branch to include persons with disabilities in their respective Affirmative Action Plans.
- Also includes plans on how special needs of employees with disabilities are being met.



Executive Order 13078

- The objective is to provide gainful employment for persons with disabilities at a rate that is close to the general adult population.



Two additional Executive Orders:

- Executive Order 13163: Goal is to increase opportunities for Federal employment for individuals with disabilities.
- Executive Order 13164: Requires Federal agencies to have written procedures for processing requests for “reasonable accommodations.”

What is Reasonable Accommodation?

Involves making existing facilities used by employees readily accessible and usable by individuals with disabilities.

But, reasonable accommodation is much more.....



Reasonable Accommodation may also include.....

- Job restructuring.
- Part-time or modified work schedules.
- Reassignment to a vacant position.
- Acquisition or modification of equipment and devices.
- Appropriate adjustment or modifications of examinations, training materials or policies.
- Provision of qualified readers or interpreters, or other similar accommodations for individuals with disabilities.

Targeted Disabilities

- Individuals targeted for Federal employment emphasis include those with deafness, blindness, missing extremities, and paralysis.
- Each October, the DoD goal of increasing employment of persons with targeted disabilities to 2% of the Department's workforce is reaffirmed.



Overseas Contingency Operations (OCO)

- Formerly the Global War on Terrorism.
- Assistance for those individuals severely wounded while fighting global terrorism.



Courtesy of the U.S. Air Forces Operation Iraqi Freedom

Computer/Electronics Accommodations Program (CAP)

Supports all Federal agencies and has 3 major goals:

- 1) Elimination of employment barriers for people with visual, hearing, dexterity, and cognitive disabilities
- 2) Improved accessibility, and
- 3) Coverage of costs related to accommodation.

CAP is also available for family members of active duty Service members.



Traumatic Service Members Group Life Insurance

- Established by Congress in 2005.
- Provides financial aid to service members with severe losses related to injuries in Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF).



Courtesy of the U.S. Air Forces Operation Iraqi Freedom

Military Severely Injured Joint Support Operations Center

- Since 2005, helps severely injured service members and their families.
- Phone: (888) 774-1361 (24-hr. hotline)



Courtesy of the U.S. Air Forces Operation Iraqi Freedom

AW2: U.S. Army Wounded Warrior Program

- AW2 soldiers had severe injuries or illness subsequent to 9-10-01.
- AW2 has Soldier Family Management Specialists who provide personalized support to soldiers during rehabilitation, transition back to duty, or back into the community.
- Phone (800) 237-1336



Courtesy of the U.S. Army Wounded Warrior Program

Three more programs for injured Service members

- U.S. Navy-Safe Harbor Program. (877-746-8563)
- U.S. Marine Corps-Marine for Life Injured Support Program. (866-645-8762)
- AFW2 (Air Force Wounded Warrior program) (800-581-9437)



Service Dog Training Center

- Administered by the U.S. Army Veterinary Command.
- Dogs are taught over 80 commands from switching lights on and off to bringing cold drinks to their owners.
- Center provides nationwide placement to disabled veterans, retirees from the joint Services, and disabled family members.



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