



# ADA TODAY

## Newsletter

Volume 3 Issue 11

September – October 2013

### 2013 Mayor's 6<sup>th</sup> Annual Disability Awareness Expo

On October 1<sup>st</sup>, the Office of Disability Rights and DC Commission on Persons with Disabilities in collaboration with 5 District agencies hosted the 2013 Mayor's 6<sup>th</sup> Annual Disability Awareness Expo at the Martin Luther King, Jr. Memorial Library at 901 G St. NW, in celebration of October being National Disability Employment Awareness Month. The purpose of the event was to advance the conversation on equal opportunities and inclusive environments for people with disabilities, complete with information tables and over 45 exhibitors. The District of Columbia is home to over 116,000 people with disabilities and this year more than 400 consumers, caregivers, advocates and students attended.



The event offered free health screenings and HIV testing by Project Orion, free vision screenings thanks to the Columbia Lighthouse for the Blind; musical and dance performances from Art & Drama Music Therapy, MC Steppers and the Just 4 Us Foundation and more. One of our largest exhibit areas was the "World of Work", complete with the DC Department of Employment Services, DC Rehabilitation Services Administration and the Washington Metropolitan Area Transit Authority's Human Resource Department offering technical assistance, and on the spot job applications

We want to take this time to thank DC Public Libraries, DC Office on Aging, Department on Disability Services, Department of Healthcare Finance, Department of Behavioral Health, and Columbia Lighthouse for the Blind for their partnership and hard work to make this event a success!



### **Service Internship: Serve DC is Recruiting a National Service Intern for Fall 2013**

Serve DC currently seeks a Fall 2013 intern to assist with [national service initiatives in the District of Columbia](#). The intern will have an opportunity to learn about Serve DC's portfolio of AmeriCorps State programs, grant competitions, and national service initiatives. Additionally, the intern will support national service program development and training and Serve DC's Disability Inclusion initiative. This internship is an unpaid, volunteer opportunity. For more information, please [contact Kristen Henry](#).

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### **The 3rd Georgetown University Conference on Employment of People with Disabilities**

Conference in Washington, DC will recognize the freedom and independence gained through work for millions of people with disabilities.

**Date:** November 22, 2013

**Time:** 8:30 a.m.

**Location:** U.S. Chamber of Commerce

1615 H Street, NW

Washington, District of Columbia 20062

[Register](#)

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### **University Career Center & The President's Promise Events Calendar**

#### **Career Expo for People with Disabilities**

Friday, November 22, 2013 • 10:00 a.m.-3:00 p.m.

Location: Ronald Reagan Building, Atrium Hall Washington, DC

**Event Details:** Pre-register today by posting your resume online at: <http://www.eop.com/expo>.

The Equal Opportunity Publications, Inc, in partnership with Careers & the disABLED Magazine, invites students and alumni to participate in our Career Expo, on Friday, November 22nd at the Ronald Reagan Building in Washington, DC.

In 2013, nearly 5,000 job seekers met with 500+ employers from Fortune 500 companies along with government agencies looking to recruiting talent. This year, CAREERS & the disABLED Career Expo will be even bigger and better! FREE

#### **PARTICIPATING COMPANIES:**

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### "Inclusive Higher Education: Moving from Good Ideas to Great Outcomes" Conference

**Dates: November 16-17, 2013 ~ Location: Renaissance Hotel, Washington DC**

This event will feature both general and concurrent sessions on topics such as Current Strategies, Lessons Learned, Policy and Legislation, Funding, and more. Come, learn, share, and stay to network with colleagues from across the country at the Inclusive Higher Education Reception. This event is in conjunction with AUCD 2013. Register by October 18, 2013, for a chance to win a free registration! Registration deadline is November 1, 2013.

Register [here](#). Conference agenda [here](#).

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## Federal News

### Obama Picks Black Female Lawyer who is Deaf for White House job



The White House has a new person in the job to oversee its efforts on disability issues. Claudia Gordon moves over from the Department of Labor where she dealt with potential discrimination by federal contractors to now work between the Obama administration and the disability community as the White House's disability liaison. Her new title is *associate director in the White House Office of Public Engagement*. The discrimination Gordon experienced as a

deaf child in Jamaica compelled her to become a lawyer. Her family moved to the U.S. when she was a child. She attended New York's Lexington School for the Deaf where she learned sign language and later became the first deaf student to graduate from the American University's Washington College of Law. Gordon has worked for the National Association of the Deaf Law and Advocacy Center as well as the U.S. Department of Homeland Security. You can learn more about Gordon at the White House website [here](#).

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## A Champion of Change



**July 29, 2013**—As a [White House Champion of Change](#), Lydia Brown (C'15) recently spoke at a White House event commemorating the anniversary of the Americans with Disabilities Act (ADA).

Brown, an [Arabic](#) major, is one of only eight young people recognized for “their advocacy efforts, their innovative projects, and their embodiment of the spirit of ADA,” according to the White House Office of Public Engagement. The U.S. National Council on Disability nominated Brown, whose work includes creating an online resource and advocacy website called the [Autism Education Project](#) and speaking at numerous disability conferences.

“I am humbled to receive this great honor,” Brown said, “and hope that my work in the future will continue to reflect the values of translational social justice and equity for all.”

Active in advocating for disability rights, Brown is member the board of directors of TASH New England, a disability rights organization; the National Council on Independent Living Youth Caucus; and the [Georgetown University Center for Excellence in Developmental Disabilities'](#) Consumer Advisory Council. Read more at: <http://college.georgetown.edu/collegenews/champion-of-change.html>

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## DOL Announces New 503 & VEVRAA Rules

The U.S. Department of Labor announced the release of two new rules to improve hiring and employment of veterans and people with disabilities. These rules update requirements under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) and Section 503 of the Rehabilitation Act of 1973. The new VEVRAA rules require contractors to create and monitor benchmarks related to the employment of veterans, and the Section 503 rules introduce a hiring goal that 7% of individuals in each job group within contractor organizations be qualified individuals with disabilities.

To learn more about these new rules visit: [www.dol.gov/ofccp/VEVRAARule](http://www.dol.gov/ofccp/VEVRAARule) & [www.dol.gov/ofccp/503Rule](http://www.dol.gov/ofccp/503Rule)

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## **EEOC Sues OhioHealth / Riverside Methodist Hospital for Disability Discrimination**

*Employee Denied Accommodations, Unlawfully Fired, Federal Agency Charges*

COLUMBUS, Ohio - OhioHealth Corporation, doing business as Riverside Methodist Hospital in Columbus, Ohio, violated federal law by failing to accommodate and then firing an employee with narcolepsy, a chronic central nervous system disorder, the U.S. Equal Employment Opportunity Commission (EEOC) alleged in a lawsuit it announced today.

According to the EEOC's suit, Laura Stone, who had worked for the hospital since 2006, was diagnosed with narcolepsy in August 2009 and was later medically restricted to working a day shift position. Stone provided notice of her disability and requested a reasonable accommodation in the form of reassignment to one of several vacant day shift positions for which she was qualified. Rather than reassign Stone, the EEOC charged, the hospital placed her on medical leave and subsequently fired her because of her disability. Read more at:

<http://www.eeoc.gov/eeoc/newsroom/release/8-7-13.cfm>

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## **EEOC Sues Kmart for Disability Discrimination**

*Hyattsville Store Rejected Applicant Who Needed a Reasonable Accommodation For His Kidney Condition, Federal Agency Charges*

BALTIMORE - Kmart Corporation, a leading national retailer, violated federal law by refusing to employ as a store associate an individual with a disability who needed a reasonable accommodation, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit it filed today.

According to the EEOC's suit, after Kmart offered Lorenzo Cook an associate position at its Hyattsville, Md., store, the hiring official scheduled him for an appointment to complete his new-hire paperwork and submit to drug screening. When Cook later met with the hiring official as requested, he advised the manager that he suffered from kidney failure and could not provide a urine sample for urinalysis because he undergoes dialysis. Cook expressed his willingness to participate in drug testing and asked about reasonable accommodations such as drug testing not requiring urine, including blood or hair testing. The manager said she needed to discuss his request with her colleagues. About two weeks later, without discussing possible alternatives to the urinalysis, the hiring manager told Cook that Kmart's policy required all new hires to undertake a standard urine test. Kmart denied Cook employment because he could not complete the urinalysis, the EEOC said. Read more at:

<http://www.eeoc.gov/eeoc/newsroom/release/9-5-13.cfm>

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## **Kaiser Permanente Sued by EEOC For Disability Discrimination**

*Worker With Hydrocephalus Fired After Being Denied a Free Job Coach to Assist With Training, Federal Agency Charges*

SAN DIEGO - The U.S. Equal Employment Opportunity Commission (EEOC) today announced it has filed a disability discrimination lawsuit against Kaiser Permanente, the largest managed care organization in the United States, on behalf of a former food service worker with a disability.

Kaiser Permanente initially hired the individual in June 2008 as a food service worker at its San Diego Medical Center facility. The former worker has a medical condition, hydrocephalus, which causes difficulties with memory, dizziness and concentration. According to the EEOC, the worker requested additional training time and the assistance of a temporary job coach so that he might effectively learn his job and perform his job duties. Toward Maximum Independence (TMI), a non-profit organization in San Diego specializing in assisting people with disabilities was available to provide the temporary job coaching services for the worker free of charge to the employer. However, Kaiser refused to grant the reasonable accommodation request, and instead chose to fire the worker in August 2008, the EEOC said. Read more at:

<http://www.eeoc.gov/eeoc/newsroom/release/9-4-13a.cfm>

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### **Randall Ford in Fort Smith Sued by EEOC for Disability Discrimination**

*Company Refused to Accommodate Manager, Then Fired Him Because of Disability, Federal Agency Charges*

LITTLE ROCK, Ark. - A car dealership in Fort Smith, Ark., violated federal law when it failed to accommodate its used car manager and then terminated him because of his disability, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit it filed today.

The EEOC's suit alleges that Randall Ford violated the Americans with Disabilities Act (ADA) when it refused to accommodate the used car manager's disability following his spinal surgery. The manager asked for the use of a golf cart, which the company had, and for help in test-driving vehicles in order to determine the trade-in value. Randall Ford did not engage in any discussions with him about the suggested accommodations but simply fired him, supposedly for alleged misconduct that had occurred about three months prior. Read more at:

<http://www.eeoc.gov/eeoc/newsroom/release/8-30-13.cfm>

*For Information about ODR's Newsletter call 202-724-5055 or visit the web at odr.dc.gov.*



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#### **MISSION STATEMENT**

The mission of the District Office of Disability Rights (ODR) is to ensure that the programs, services, benefits, activities and facilities operated or funded by the District of Columbia are fully accessible to, and useable by people with disabilities. ODR is committed to inclusion, community-based services, and self-determination for people with disabilities. ODR is responsible for overseeing the implementation of the City's obligations under the Americans with Disabilities Act (ADA) as well as other disability rights laws.