



ADA TODAY

Newsletter

Volume 4 Issue 4

February 2014

ODR's Recently Published Reasonable Accommodation Video

Title I of the Americans with Disabilities Act of 1990 (the "ADA") requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause undue hardship. We have produced a video that show how the reasonable accommodation process works. In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities.

Our Reasonable Accommodation video will better help you to understand how this law works. The video can be view on our website at: <http://odr.dc.gov/>

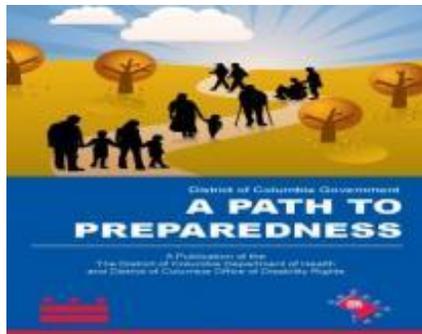
A Path to Community Living Resource Guide

A Publication of the Office of Disability Rights

The ODR Pathway to Community Living Handbook and the accompanying Pathway to Community Living Resource Guide are a set of forms and resources compiled to assist people who have moved or our planning to move out of institutions into the community of their choice. The Handbook and Guide are designed to help you identify the services and supports you may need to live successfully in the community (documents attached). For more information visit our website at: www.odr.dc.gov

ODR Releases Path to Preparedness Handbook

Emergency Preparedness Handbook for People with Access and Functional Needs



Introducing ODR's Path to Preparedness Handbook.

Created with the city's Health Emergency Response Preparedness Agency (HEPRA), this Handbook assists people preparing for, or recently transitioned to, community living in responding to emergencies and natural disasters such as a power or water loss, heat wave, tornado, earthquake, hurricane or snowstorm.

The innovative Handbooks have taken what is too-often a standard government product and created a real vehicle for self-determination: District residents with disabilities are using them to understand their rights and explore their needs, desires, and interests while also making meaningful choices about how they wish to live and participate in their communities. The Path to Preparedness Handbook was selected for presentation as a "National Best Practice" at the 2014 "Preparedness Summit", an event sponsored by multiple federal agencies.

ODR's Handbooks have been distributed at many District-sponsored conferences, fairs and events, including the Mayor's Annual Disability Awareness Expo. The Handbooks are also available for use by the general public. Please see the attachment below to print a copy.

 [Path to Preparedness Handbook](#)

Focal Point: Disasters and People with Disabilities: Around the World or Around the Corner



The United Nations (UN) recently surveyed thousands of people with disabilities in more than 100 countries around the world, finding that the majority of those individuals have no personal preparedness plans, and their communities and governments rarely consult them or consider their needs in planning for or responding to disasters.

Read more at: <http://www.adainfo.org/content/emergency-prep-winter-2014>

Federal News

DOJ Revising Title II & Title III of ADA

The Department of Justice has recently announced that it will be revising its regulations regarding Title II and Title III of the Americans with Disabilities Act. The revisions are intended to bring the DOJ's ADA regulations in line with the requirements of the ADA Amendments Act of 2008. Some of the proposed revisions include changes to the definition of "disability" as well as the definition of "major life activities" within Title II and Title III of the DOJ regulations. To read more, visit: http://www.ada.gov/nprm_adaaa/nprm_adaaa.htm

SAMHSA's new report tracks the behavioral health of America

A new report from the Substance Abuse and Mental Health Services Administration (SAMHSA) illuminates important trends – many positive -- in Americans' behavioral health, both nationally and on a state-by-state basis.

SAMHSA's new report, the "National Behavioral Health Barometer" (Barometer), provides data about key indicators of behavioral health problems including rates of serious mental illness, suicidal thoughts, substance abuse, underage drinking, and the percentages of those who seek treatment for these disorders. The Barometer shows this data at the national level, and for each of the 50 states and the District of Columbia.

Read More at: <http://store.samhsa.gov/product/SMA13-4796?from=carousel&position=1&date=0130214>

OMB approves form for voluntary self-ID

The Office of Management and Budget (OMB) has just approved the revised form for voluntary self-identification of disability status by applicants and employees with disabilities who work for organizations covered by Section 503 regulations. The form also includes a reasonable accommodation notice and provides examples.

[View the new form here.](#)

[Click here for information on the new Section 503 regulations](#), or visit www.askearn.org for additional information and resources.

National Council on Disability

Council Meetings

The Members of the National Council on Disability meet several times throughout the year to discuss agency priorities, policy trends, and other agency business. Pursuant to the [Sunshine Act](#), meetings of official business of the National Council on Disability are open to the public, with the exception of executive sessions, which may be closed pursuant to the exemptions of the Sunshine Act.

People with disabilities and organizations that represent the interests of people with disabilities are always encouraged to attend these meetings. Those who plan to attend a meeting and require accommodations should notify NCD as soon as possible to allow time to make arrangements.

Next Meeting

March 3, 2014, 11:00 AM - 12:30 PM, ET
Teleconference

For more information go to: <http://www.ncd.gov/events>

EEOC Sues Genesis Healthcare for Refusing to Hire Deaf Applicant

Nursing Home Offered Deaf Applicant a Job but Reneged, Federal Agency Charges

NEW YORK - Genesis HealthCare, LLC, the owner of Holly Manor Center nursing facility in Mendham, N.J., violated federal anti-discrimination law when it refused to hire an applicant for its food service department because of his disability, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit it filed today.

According to the EEOC's suit, Genesis HealthCare and 84 Cold Hill Road Operations, both doing business as Holly Manor Center, refused to hire Stefan P. Denisiuk after initially offering him two part-time positions. Denisiuk, who is deaf, was offered the positions after an interview with managers at Holly Manor Center. Those managers told Denisiuk that he was hired, but he was later called in for another interview with different managers. During that interview, Denisiuk was grilled about his ability to communicate, the EEOC said. After the interview concluded, the interviewers told Denisiuk that they would contact him with his work schedule. However, the EEOC said, they later told Denisiuk that they "decided to pursue more experienced candidates" despite their previous job offer.

Read more at: <http://www.eeoc.gov/eeoc/newsroom/release/1-22-14.cfm>

NATIONAL AFRICAN AMERICAN HISTORY MONTH, 2014

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

Americans have long celebrated our Nation as a beacon of liberty and opportunity -- home to patriots who threw off an empire, refuge to multitudes who fled oppression and despair. Yet we must also remember that while many came to our shores to pursue their own measure of freedom, hundreds of thousands arrived in chains. Through centuries of struggle, and through the toil of generations, African Americans have claimed rights long denied. During National African American History Month, we honor the men and women at the heart of this journey -- from engineers of the Underground Railroad to educators who answered a free people's call for a free mind, from patriots who proved that valor knows no color to demonstrators who gathered on the battlefields of justice and marched our Nation toward a brighter day.

As we pay tribute to the heroes, sung and unsung, of African-American history, we recall the inner strength that sustained millions in bondage. We remember the courage that led activists to defy lynch mobs and register their neighbors to vote. And we carry forward the unyielding hope that guided a movement as it bent the arc of the moral universe toward justice. Even while we seek to dull the scars of slavery and legalized discrimination, we hold fast to the values gained through centuries of trial and suffering.

Every American can draw strength from the story of hard-won progress, which not only defines the African-American experience, but also lies at the heart of our Nation as a whole. This story affirms that freedom is a gift from God, but it must be secured by His people here on earth. It inspires a new generation of leaders, and it teaches us all that when we come together in common purpose, we can right the wrongs of history and make our world anew.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim February 2014 as National African American History Month. I call upon public officials, educators, librarians, and all the people of the United States to observe this month with appropriate programs, ceremonies, and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this thirty-first day of January, in the year of our Lord two thousand fourteen, and of the Independence of the United States of America the two hundred and thirty-eighth.

The Office of Disability Rights joins the President of the United States in his celebration of National African Americans History Month. The Civil Rights Act, signed July 2, 1964, was a "landmark legislation" that outlawed discrimination based on race, gender and national origin. The law has been expanded many times and in 1988 disability was included as a protected class.

As we celebrate heroes, sung and unsung, we present this video of an outstanding and inspiring African American hero with a disability.

[Click here: Richie Parker: Drive -- SC Featured - YouTube](#)

For Information about ODR's Newsletter call [202-724-5055](tel:202-724-5055) or visit the web at odr.dc.gov.



441 4th Street NW
Suite 729 North
Washington DC 20001

Phone: (202) 724 - 5055

Fax: (202) 727 -9484

E-mail:

ODR.Complaints@dc.gov

Visit us on the web: <http://odr.dc.gov>

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.