



ADA TODAY

Newsletter



Volume 4 Issue 8

July 2014

THE DISTRICT OF COLUMBIA
VINCENT C. GRAY, MAYOR

Proclamation



AMERICANS WITH DISABILITIES ACT DAY

JULY 26, 2014

WHEREAS, on July 26, 1990, the Americans with Disabilities Act (ADA) was signed by President George H.W. Bush to ensure the civil rights of citizens with disabilities; and

WHEREAS, today marks the 24th anniversary of the signing of the ADA which expanded access and opportunity for people with disabilities; and

WHEREAS, the District of Columbia, Office of Disability Rights has made substantial contributions to the quality of life for District residents who have disabilities; and all District government agencies have joined them to affirm the principles of equality and inclusion for persons with disabilities; and

WHEREAS, the government of the District of Columbia is proud to recognize the accomplishments and contributions of our citizens with disabilities; and

WHEREAS, the District of Columbia is committed to achieving greater social, economic and personal independence for individuals with disabilities:

NOW, THEREFORE, I, THE MAYOR OF THE DISTRICT OF COLUMBIA, do hereby proclaim July 26, 2014, as "AMERICANS WITH DISABILITIES ACT DAY" in Washington, D.C. and call upon all the residents of this great city to join me in celebrating the achievements, of individuals with disabilities.

Vincent C. Gray



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Executive Office of the Mayor
Office of the Deputy Mayor for Health and Human Services



PRESS RELEASE

FOR IMMEDIATE RELEASE: Friday, July 18, 2014

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Mayor Gray Thanks Office of Disability Rights Director Derek Orr for His Service

(WASHINGTON, D.C.) – Mayor Vincent C. Gray today thanked Derek K. Orr, Director of the Office of Disability Rights (ODR), for his commitment to ensuring and advancing the rights of people with disabilities living and working in the District of Columbia. Orr has accepted a position with the United States Department of Justice Office for Civil Rights, and he will leave his position effective August 1, 2014.

He was a founding staffer for the new ODR beginning in January 2008, serving as the Deputy Director. In January 2009, he became Director.

“Derek has made the District of Columbia a better place to live for all of our residents by advancing and safeguarding the rights of people with disabilities, and I want to thank him for his service,” Mayor Gray said. ***“His new federal role is a wonderful opportunity and an affirmation of his commitment and dedication to the disability-rights movement. He will leave a legacy of helping to make the District a national model of accessibility and inclusion for all.”***

Mayor Gray has appointed Alexis Taylor as ODR’s Interim Director. She has served as the General Counsel for the D.C. Office of Human Rights since 2004. She has collaborated on Equal Employment Opportunity and Americans with Disabilities Act training programs with ODR, the Equal Employment Opportunity Commission (EEOC) and U.S. Department of Justice (DOJ).

“I am confident that Ms. Taylor’s strong knowledge and practical experience as well as her professional and personal commitment to the civil rights of all will continue to advance ODR’s mission,” Mayor Gray said.

NCIL to Host ADA24 Celebration in 2014

July 30th

The National Council on Independent Living (NCIL) will host a celebration of the 24th anniversary of the Americans with Disabilities Act (ADA). The event will be held Wednesday, July 30th, 2014. **Read more: [control + click heading above](#).**

ADA Anniversary Toolkit: Celebrate the ADA Throughout the year and on the ADA Anniversary - July 26, celebrate the progress. ADA Anniversary Tool Kit: Celebrating the 24th ADA Anniversary. **Read more: [control + click heading above](#).**

Local News and Information

DC COMMISSION ON PERSONS WITH DISABILITIES (DCCPD) MEETING WILL BE HELD ON THURSDAY, JULY 24, FROM 9:00 AM – 11:00 AM, 441 4TH STREET, NW CITYWIDE CONFERENCE CENTER CONFERENCE ROOM #1117

*DCCPD meetings are open to the general public.

To conference call into the meeting, please call: 1-866-628-2987 Participant code: 8488992

For more information about the DCCPD or to request a reasonable accommodation, please contact ODR by July 21, 2014 at: dccpd@dc.gov or 202-481-3880.

Ricardo Thornton, Sr., Member of the D.C. Developmental Disabilities Council, Appointed to the President's Committee for People with Intellectual Disabilities.

Ricardo Thornton, Sr. has worked at the Martin Luther King, Jr., Memorial Library in Washington, D.C. since 1978. He is a Member of Project ACTION!, a coalition of adults with disabilities. He is also, an actor with the theatre group Players Unlimited, and an international ambassador with the Special Olympics. Mr. Thornton and his wife Donna were the subjects of *Profoundly Normal*, a made-for-TV movie. In 1997, he was selected by *The Washingtonian* as a Washingtonian of the Year.

U.S. Census Bureau Employment Opportunity - June 23rd - September 25th

The U.S. Census Bureau is researching modern and new methods for the population to exercise their civic obligation to be counted in the next census. At least 1,000 people in the District of Columbia and Montgomery County are needed for temporary positions to get this important job done. Whether through the Internet, telephone or traditional paper questionnaires, the Census Bureau is committed to making the once-a-decade headcount quick, easy and safe for all to participate. Through the smart use of technology and existing government data sources, the 2020 Census hopes to provide substantial taxpayer savings while maintaining the highest quality and accuracy standards mandated by the U.S. Constitution. The 2014 Census Test will allow the Census Bureau, on a small scale, to test a variety of new methods and advance technologies that are under consideration for the 2020 Census. The 2014 Test will take place from June 23, through September 25, with Census Day on July 1, 2014.

The test will be conducted in portions of Washington D.C., and Montgomery County, MD. The Census Bureau has opened a temporary Local Census Office (LCO) in Silver Spring, MD to conduct the 2014

Census Test and is hiring field staff for temporary positions. Pay ranges from \$14-\$21.50 an hour. Be a part of helping to shape the 2020 Census. Call 1-888-480-1639 for information on how to apply.

Conferences and Other Events

National Dance Day 2014: July 26, Washington, DC - Hosted by the Kennedy Center and Dizzy Feet Foundation. Cost: Varies. AXIS offers a program of physically integrated dance, evolving from collaboration between dancers with and without disabilities in celebration of the 24th anniversary of the Americans with Disabilities Act and National Council on Independent Living Conference. This performance is supported by the Rosemary Kennedy Education Fund, a Jean Kennedy Smith Arts and Disability Program. Jenna Elfman and Fik-Shun will lead patrons in dance routines and demonstrations. For more information, visit the [kennedy-center website](#)

2014 Annual Conference on Independent Living: Prevail, July 28 – 31, Washington, DC. Hosted by the National Council on Independent Living. Cost: Varies; Registration is necessary. For more information and to register, visit the [NCIL website](#).

World Congress on Special Needs Education (WCSNE) August 11 – 14, Philadelphia, PA. Hosted by the WCSNE. Cost: Varies; Registration is necessary. For more information, visit the [WCSNE website](#).

National Veterans Wheelchair Games August 13 – 17, Philadelphia, PA. Hosted by the U.S. Department of Veterans Affairs, Paralyzed Veterans of America, and the Philadelphia VA Medical Center. Cost: FREE. For more information, visit the [VA website](#).

The Blind Café: Concert, Community and Dinner in the Dark, August 15 – 17, San Francisco, CA. Held at Portrero Hill Neighborhood House. Proceeds benefit the VEX project and National Federation of the Blind Community Service Group. Cost: Varies; Registration is necessary. For more information, visit the [Blind Café website](#).

21st Annual Mid-Atlantic ADA Update

Wednesday, September 17 & Thursday, September 18, 2014 - **Last Days to Save \$50!**

Early Registration Discount Ends July 26! [BWI Airport Marriott Hotel](#)
Baltimore, Maryland

The **Mid-Atlantic ADA Update** is the region's leading conference on the Americans with Disabilities Act (ADA). **For more information and to register visit:** [Mid-Atlantic ADA Update](#)

July Webinars

Webinar: Useful Apps, Thursday, July 24, 1:00pm – 2:30pm. Presented by the ADA National Network. Cost: FREE; Registration is required. For more information and to register, visit the [ADA National Network website](#).

Webinar: Tablet Computers = Success for Struggling Students, Tuesday, July 29, 2:30pm – 4:00pm. Presented by Assistive Technology Industry Association (ATIA). Cost: \$49; Registration is required. For more information and to register, visit the [ATIA website](#).

Webinar: Section 508 Best Practices, Tuesday, July 29, 12:00pm – 1:30pm. Presented by the U.S. Access Board. Cost: FREE; Registration is required. For more information and to register, visit the [U.S. Access Board website](#).

August Webinar

Webinar: Accessible Routes, Thursday, August 7, 1:30pm – 3:00pm. Presented by ADA National Network Accessibility Online. Cost: FREE; Registration is required. For more information and to register, visit the [Accessibility Online website](#).

Webinar: Best Practices, Tuesday, August 12, 1:00pm – 2:00pm. Presented by Job Accommodation Network (JAN). Cost: FREE; Registration is required. For more information and to register, visit the [JAN website](#).

Federal News

\$1.85M in funding now available to improve employment outcomes for individuals with disabilities from US Labor Department

Accepting applications until Aug. 11

The U.S. Department of Labor's [Office of Disability Employment Policy](#) today announced the availability of \$1,850,000 to fund a cooperative agreement to manage and operate the National Employer Policy, Research and Technical Assistance Center on the Employment of People with Disabilities.

The center will increase the commitment and capacity of employers to recruit, hire, retain and advance people with disabilities by:

1. analyzing employer research, policies and practices related to disability employment;
2. researching effective employer engagement strategies; and
3. developing and providing outreach and technical assistance to targeted employers, such as federal agencies, federal contractors, small businesses and state governments.

"ODEP's work is about strengthening America's workforce through diverse perspectives and ensuring that people with disabilities have equal opportunity to contribute their skills and talents," said Kathy Martinez, assistant secretary of labor for disability employment policy. "Employers want the best from their employees, and a key strategy is to adopt workplace policies and practices that encourage people to bring their best selves — their whole selves — to work."

The full announcement for this cooperative agreement opportunity (SCA-14-06), including eligibility requirements for applicants, can be found at <http://www.grants.gov> or <http://www.dol.gov/odep/>. Applications will be accepted until Monday, Aug. 11.

National Disability Employment Awareness Month 2014 theme announced

The U.S. Department of Labor today announced the 2014 official theme of [National Disability Employment Awareness Month](#): "Expect. Employ. Empower." Observed in October, NDEAM is a nationwide campaign that raises awareness about disability employment issues and honors the many diverse contributions of America's workers with disabilities.

"We all have a role to play in — and benefit to gain from — increasing opportunities for meaningful employment for people with disabilities," said Assistant Secretary of Labor for Disability Employment Policy Kathy Martinez. "This year's theme encapsulates this in three powerful words. It conveys that advancing disability employment is about much more than just hiring. It's about creating a continuum of inclusion. And the first step on this continuum is expectation."

This year's NDEAM theme is the outcome of a highly collaborative process. The department's [Office of Disability Employment Policy](#) began by holding a national online dialogue in which members of the public were invited to submit ideas. Facilitated through ODEP's [ePolicyWorks](#) initiative using crowdsourcing technology, this dialogue attracted 350 registrants who together submitted 126 different theme ideas. In addition to contributing their own ideas, registrants could comment and vote on those submitted by others. ODEP then narrowed the list of contenders in collaboration with members of the [Campaign for Disability Employment](#) at their quarterly meeting April 9, which was held at Special Olympics headquarters in Washington, D.C.

NDEAM traces its history to 1945, when Congress declared the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was deleted to acknowledge the needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and adopted its current name. Upon its establishment in 2001, ODEP assumed responsibility for NDEAM, including the selection of its annual theme.

Although NDEAM is recognized in October, its theme is announced each spring to assist workplaces, individuals and communities across the nation in planning. For more information, including specific ideas for how different types of organizations can participate, visit <http://www.dol.gov/odep/topics/ndeam/>.

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EEOC Sues Wal-Mart for Disability Discrimination

Retailer Rescinded Accommodation, Then Fired Intellectually Disabled Employee, Federal Agency Charges

ROCKFORD, Ill. - The U.S. Equal Employment Opportunity Commission (EEOC) filed a lawsuit here yesterday against Wal-Mart Stores, Inc., alleging that the giant retailer fired an intellectually disabled employee at a Rockford Walmart store after it rescinded his workplace accommodation.

"What our investigation indicated," said John Rowe, the EEOC district director in Chicago, who managed the federal agency's pre-suit administrative investigation, "is that Wal-Mart rescinded a long-standing practice of giving written job assignments to the employee, William Clark. That accommodation had been the key to permitting Clark to successfully perform his job during an 18 year career at Wal-Mart and to his meeting the company's performance expectations. We determined that shortly after rescinding the accommodation, Wal-Mart began disciplining Mr. Clark for supposed performance issues, and that ultimately lead to his termination." Read more at: <http://www.eeoc.gov/eeoc/newsroom/release/7-2-14.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.