October 15, 2014

TO:    Santa Clara County Board of Education

FROM:  Jon R. Gundry
        County Superintendent of Schools

SUBJECT: Approval of a Resolution in Support of October as National Disability Employment Awareness Month

SCCOE Associated Goal
Goal 1: Improve student equity and reduce access discrepancies to high quality education
Goal 2: Provide support to districts, communities, schools and students

Background

October marks National Disability Employment Awareness Month, a national campaign to raise awareness about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities. The theme for 2014 is "Expect. Employ. Empower."

The roots of National Disability Employment Awareness Month go 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."

Upon its establishment in 2001 under the United States Department of Labor, the Office of Disability Employment Policy assumed responsibility for National Disability Employment Awareness Month and has worked to expand its reach and impact since that time.

Fiscal Implications

The passage of this resolution has no fiscal implications.

Requested Action

Approve the resolution in support of October as National Disability Employment Awareness Month.
RESOLUTION
RECOGNIZING OCTOBER 2014
AS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

SANTA CLARA COUNTY BOARD OF EDUCATION

RESOLUTION No.

WHEREAS, nearly 25 years ago, the Americans with Disabilities Act (ADA) codified the promise of an equal opportunity for everyone who worked hard, and in the years since, Americans with disabilities have reached extraordinary heights; and

WHEREAS, in the decades since the signing of the ADA, the United States has made significant progress in giving all Americans the freedom to pursue their occupational and professional goals and ambitions, people with disabilities still have had fewer opportunities in our workplaces than those without; and

WHEREAS, all Americans are entitled to an accessible workplace, a level playing field, and the same privileges, pursuits, and opportunities as any of their family, friends and neighbors; and

WHEREAS, America's workforce should reflect the diversity of its people - including people with disabilities; and

WHEREAS, when employees with disabilities are passed over in the workplace or denied fair accommodations, it limits their potential and threatens our democracy; and

WHEREAS, when disproportionate numbers of Americans with disabilities remain unemployed, more work must be done to achieve the spirit of what is one of the most comprehensive civil rights bills in the history of our country; and

WHEREAS, Americans with disabilities lead thriving businesses, teach our children, and serve our nation; they are innovators and pioneers of technology. In urban centers and rural communities, they carry forward our nation's legacy of hard work, responsibility and sacrifice, and their contributions strengthen our economy and remind us that all Americans deserve the opportunity to participate fully in society;

NOW, THEREFORE, BE IT RESOLVED, that the Santa Clara County Board of Education and the County Superintendent of Schools recognizes the indispensable contributions people with disabilities make in our economy and recommit to building a country where each of us can realize the full extent of our dreams, and joins with other public organizations and government entities in recognizing October as National Disability Awareness Month.
PASSED AND ADOPTED by the Santa Clara Board of Education at a meeting held on October 15, 2014 by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

______________________________  ________________________________
Leon Beauchman, President      Jon R. Gundry
Santa Clara County Board of Education  County Superintendent of Schools