

RESOLUTION RECOGNIZING NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

**SANTA CLARA COUNTY BOARD OF EDUCATION
RESOLUTION No. 2571-3**

WHEREAS, the month of October is designated National Disability Employment Awareness Month, marking the 80th anniversary. October is a time to educate communities about the employment challenges facing people with disabilities and to celebrate the many and varied contributions of workers with disabilities; and

WHEREAS, National Disability Employment Awareness Month honors the value and talent workers with disabilities add to our workplaces and economy, as well as uplifts their achievements from the past and present, “Celebrating Value and Talent,”; and

WHEREAS, the federal effort to recognize the employment needs of people with disabilities began in 1945, when Congress declared the first week in October to be “National Employ the Physically Handicapped Week.” In 1962, the word “physically” was dropped to include individuals with all types of disabilities. In 1988, Congress expanded the week and dedicated the month of October as National Disability Employment Awareness Month; and

WHEREAS, according to the [United States Census Bureau](#), nearly 10 million people ages 18-64 with a disability are employed; and

WHEREAS, the United States (U.S.) Department of Labor’s Office of Disability Employment Policy (ODEP) supports several initiatives for employers looking to hire people with disabilities: the Employer Assistance and Resource Network on Disability Inclusion (EARN), the Workforce Recruitment Program for College Students with Disabilities (WRP), and the Job Accommodation Network (JAN); and

WHEREAS, the Santa Clara County Office of Education (SCCOE) promotes and supports the workability of its students with disabilities in a community-based program that expands the recreation, vocation, and education skills and experiences of its students. Craft fairs held throughout the year showcase the handmade products created by the talented students in the Special Education Department’s workability program; and

WHEREAS, the SCCOE has outlined in its non-discrimination policy, “The Santa Clara County Office of Education prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived physical or mental status or genetic information or any other basis protected by federal, state or local law, ordinance, or regulation in any program or activity it conducts or to which it provides significant assistance”; and

WHEREAS, to highlight National Disability Employment Awareness Month, both the U.S. Department of Labor and the SCCOE encourage educators and youth service professionals to discuss and promote inclusion amongst students, to create a display that shows people with and without disabilities in a variety of professions, and to educate about disability history; and

WHEREAS, the Innovations Collaborative at the SCCOE offers coaching and professional development regarding person-first terminology, inclusion, inclusive practices, and welcoming and belonging; and

WHEREAS, the SCCOE remains committed to equity and inclusion, and offering supports to schools and districts to create communities that are welcoming and inclusive of all students' abilities and disabilities; now

THEREFORE, BE IT RESOLVED, that the Santa Clara County Board of Education and the County Superintendent of Schools do hereby adopt this resolution to recognize October as National Disability Employment Awareness Month.

PASSED AND ADOPTED by the County Board of Education at a meeting held on September 17, 2025, by the following vote:

AYES: Jessica Speiser, Raeena Lari, Don Rocha, Maimona Afzal Berta, Victoria Chon, Jorge Pacheco, Tara Sreekrishnan

NOES: none

ABSTAIN: none

ABSENT: none



Maimona Afzal Berta, President
Santa Clara County Board of Education



Dr. David M. Toston, Sr.
County Superintendent of Schools