

March 2010 (Vol. 9, No. 3)

## Federal Hiring Event for People with Disabilities: April 26, 2010

The Office of Personnel Management (OPM) and the Department of Labor's Office of Disability Employment Policy (ODEP) announce a hiring event in Washington, DC for people with disabilities on April 26. This event is by invitation-only. To be considered for Federal government positions throughout the United States and to receive an invitation to attend, submit resumes and appropriate documentation to [hiringevent@opm.gov](mailto:hiringevent@opm.gov), between March 8 and March 24. You may also submit resumes and documentation directly to participating agencies. [Click here](#) to learn more.

## GAO Survey about Stay-at-Work and Return-to-Work Strategies for Persons with Disabilities

The US Government Accountability Office is currently conducting an iterative survey which will be followed by a live forum to identify successful intervention strategies that help adults with disabilities stay at work or return to work. Participants include both public and private sector employers. The focus of the survey and forum is on individuals who have become disabled after having an attachment to the workforce. Survey questions are designed to identify successful interventions, areas of agreement or disagreement about strengths and weaknesses of current programs and policies, costs benefits, and challenges, and next steps.

## Raytheon – Promising Practices in Action

Defense technology provider Raytheon Company has long demonstrated its commitment to diversity in the workplace. Its world-class Employee Resource Groups initiative consists of seven diversity groups, including the Raytheon Persons with DisAbilities (RPDA), which focuses on helping employees with physical and mental disabilities prosper in the work environment. To that end, Raytheon also champions the employment and support of veterans and disabled veteran employees who are hired. From the CEO level down, the company fosters a corporate environment that reaches, recruits, nurtures, sustains and retains veterans primarily because the company recognizes the value that veterans bring to the workplace. And thanks to employee and supervisor education courses on diversity and disability employment, Raytheon preempts the stigma that can sometimes accompany disabilities and conditions such as Traumatic Brain Injury (TBI) or Post Traumatic Stress Disorder (PTSD). [Click here to read more.](#)

## OSHA on YouTube

The Labor Department's Occupational Safety and Health Administration (OSHA) has begun posting training and safety videos on YouTube. The first videos, which are offered both in English and in Spanish, concern respirator safety and protecting workers from exposure to chemical and biological hazards in the workplace. These videos were uploaded first in order to address lingering fears of a pandemic influenza outbreak this year. More videos are expected to be

*\* In February 2010, the percentage of people with disabilities in the labor force was 21.9 compared with 70.1 for persons with no disability. The unemployment rate for those with disabilities was 13.8 percent, compared with 10.3 percent for persons with no disability, not seasonally adjusted.*

### DID YOU KNOW...?

The Equal Employment Opportunity Commission (EEOC) has announced that it will aggressively investigate charges of harassment and discrimination, especially related to disability and equal pay issues, and will pursue more litigation. For more information [click here.](#)

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The U.S. Equal Employment Opportunity Commission (EEOC) will hold its **2010 Examining Conflicts in Employment Laws (EXCEL)** Conference July 12-15 in Orlando, Florida. The theme for this year's conference is "Passion for Equality". For more information, visit the [EEOC Training Institute Website](#)

### THE DISABILITY EMPLOYMENT SITUATION

#### February 2010\*

[Percentage of people with disabilities in the labor force:](#)

**21.9 %**

[Unemployment rate of persons with a disability:](#)

**13.8%**

[Commonly Used Terms](#)

uploaded soon, and they can be found by searching the YouTube website for the user [USDDepartmentofLabor](#). As this portfolio of videos is developed, it should provide an effective, easy, and free resource for employers seeking to implement or expand an OSHA training program.

### EEOC Announced the Largest ADA Settlement in its History

On February 5, 2010 the EEOC released the outcome of its largest settlement ever in a single lawsuit (EEOC v. Sears Roebuck & Co.). The \$6.2 million award will be shared by 235 former Sears employees who were terminated rather than having been offered reasonable accommodations after completing their workers' compensation leaves of absence.

### Donation to UC Berkeley to Enhance Diversity

A \$16 million gift from Evelyn and Walter Haas Jr. Fund will be used to establish academic and public service programming on issues of inequality and diversity, including disability, at the University of California, Berkeley. The goal of the program is to make UC Berkeley's environment more inclusive and to thus attract students with more diverse backgrounds and to expand the understanding of inclusion to encompass categories such as socioeconomic status, disability and sexual orientation. "We are in one of the most diverse states in the nation from every aspect — socioeconomic status, race and ethnicity, religion, abilities and disabilities, sexual orientation. Our campus reflects that diversity, making it the perfect place to examine these issues," said Chancellor Robert J. Birgeneau

### Safeway to Support Easter Seals' WorkFirst Initiative

Safeway, Inc. has awarded \$146,000 in grants to Easter Seals Southern California Disability Services. The funding will support services for teens and adults with developmental disabilities to facilitate college and employment success and allow Easter Seals to expand their existing employment services. Nationally, Safeway donated over \$14 million to Easter Seals in 2009, and over \$80 million since 1986.

### The Genetic Information Nondiscrimination Act of 2008 Takes Effect

The federal Genetic Information Nondiscrimination Act of 2008 ("GINA") took effect on November 21, 2009. The law prohibits employers from requesting, requiring or otherwise acquiring genetic information from employees and applicants and the use of such information in any aspect of employment, including hiring, firing and compensation. Within the law "genetic information" includes genetic tests of the individual and/or family members as well as family history. Employers are prohibited from requesting information on employees' family medical history even if such information is job-relevant and requested of all employees entering similar positions. In the event of inadvertent disclosure by an employee, the employer must maintain confidentiality and any record of this disclosure should be kept in a medical file separate from the employee's personnel file. [Click here](#) to read more about the Genetic Information Nondiscrimination Act.

#### GIVE US YOUR FEEDBACK

If you have an EARN success story, tell us about it. We would like to feature your story in this newsletter and on our Web site.

E-MAIL YOUR STORY TO:  
[EARN@EARNWORKS.COM](mailto:EARN@EARNWORKS.COM)

#### EMPLOYMENT RESOURCES

- [Disability.gov](#)
- [Office of Disability Employment Policy](#)
- [Job Accommodation Network](#)
- [Ticket to Work](#)
- [National Organization on Disability](#)

#### INFORMATION YOU CAN USE

The newly launched **National Resource Directory** web site provides information for private and federal employers interested in recruiting and employing veterans. Get more information at the [National Resource Directory](#) website.

#### EARN SUPPORT

EARN is funded by the [U.S. Department of Labor Office of Disability Employment Policy](#).



*EARN offers employers free consultation for successful workplace integration of people with disabilities. To sign up with EARN and to learn more about EARN services, go to [www.earnworks.com](http://www.earnworks.com) or call us toll-free at:*

**1-866-EARN-NOW (1-866-327-6669, V/TTY)**