

National Disability Employment Awareness Month October 2022



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National Disability Employment Awareness Month
Disability: Part of the Equity Equation
October



What is a Disability?

- The Americans with Disabilities Act (ADA) defines a person with a disability as a person who has a **physical** or **mental** impairment that substantially limits one or more major life activity.
- This includes people who have a record of an impairment, even if they do not currently have a disability. It also includes individuals **who do not have a disability** but are regarded as having a disability.
- A **hidden disability** is a disability that exists but cannot be seen by the naked eye. The ADA covers all disabilities seen and unseen.

History of NDEAM

- In 1945 President Truman established October as National Disability Employment Awareness Month to raise awareness of the employment needs and contributions of individuals with disabilities.
- The Rehabilitation Act of 1973 prohibits any public institutions that receive federal funds to discriminate on the premise of disability.
- In 1990, President Bush signed the Americans with Disabilities Act (ADA) guaranteeing access to and prohibits discrimination against individuals with physical or mental disabilities.
- In 2000, President Clinton signed an Executive Order, requesting the federal government to hire 100,000 people with disabilities over the next five years.
- Congress created the Office of Disability Employment Policy within the Department of Labor. This office has created the Disability Employment Initiative (DEI) which aims to improve education, training and employment opportunities and outcomes for people with disabilities who are unemployed and underemployed.

Hiring Persons with Disabilities

- **Schedule A Hiring Authority**: A special hiring Authority under the Excepted Service Appointing Authority that gives Federal agencies an optional, and potentially quicker way to hire individuals with disabilities noncompetitively.
- **Workforce Recruitment Program**: Managed by DOD and DOL. Serves as the primary pipeline bringing students and recent graduates with disabilities into federal employment. Recognized by OPM as a model in the recruitment and hiring of PWDs.
- **Professionals with Disabilities Webpage**: One stop shop for all things PWD; Valuable resource for hiring managers and PWDs; Provides strategies for recruiting, hiring, retaining and advancing PWDs; Valuable resource for disability intelligence training for managers. Check it out here [Professionals with Disabilities | Food Safety and Inspection Service \(usda.gov\)](https://www.usda.gov/food-safety-and-inspection-service/professionals-with-disabilities)

Need Training or More Information

Shonda Moore, Program Manager

Outreach & Recruitment of Veterans & Professionals With
Disabilities

Food Safety and Inspection Service, USDA

Should you have additional questions, please contact me at
Shonda.Moore@usda.gov or (202) 937-4064 . I stand ready
to assist.