

Disability Employment Awareness Month



"Disability: Part of the Equity Equation."

Different Forms of Disabilities

A disability is any condition of the body or mind that makes it more difficult for the person with the condition to do certain activities and interact with the world around them.

At Indiana University, sorts disabilities into one of the 7 categories:

Vision

Mobility

Auditory

Neurological

Cognitive

Medical

Psychological

Timeline of NDEAM

National Disability Employment Awareness Month (NDEAM) traces back to 1945 when Congress declared the first week in October of each year as National Employ the Physically Handicapped Week.

1954

The word “physically” was removed in order to acknowledge the fact that there are various kinds of disabilities other than merely physical.

1945

Congress passed the Vocational Rehabilitation (VR) Amendments which increased the scope of the VR system — which helps people obtain employment. Mary Switzer, the Director of the Office of Vocational Rehabilitation, funded more than 100 university-based rehabilitation programs.

1962

Timeline Cont.

Section 501: prohibits the discrimination on the basis of disabilities in employment and requires Federal agencies to establish affirmative action plans for hiring.

1973
The
Rehabilitation
Act

Former President Gerald Ford signs the Education for All Handicapped Children Act (EAHCA), which requires public schools to provide the same free education to all students — including those with disabilities.

1973
The
Rehabilitation
Act

Section 508: whenever Federal agencies develop, maintain, or use electronic/information technology, those with disabilities have the same access to use the information as those without disabilities.

1975

Timeline Cont.

Congress expanded the week to be National Disability Employment Awareness Month.

1990

Amendments are made to add a focus on transition outcomes for those with disabilities who are leaving high school and pursuing post-secondary options (including employment).

1988

The EAHCA is renamed the Individuals with Disabilities Education Act (IDEA).

1997

Timeline Cont.

Former President Bill Clinton issued the Executive Order 13163, which requires Federal agencies to increase the employment opportunities for those with disabilities in all levels of the Federal Government.

2001

Former President Barack Obama used the Executive Order 13548, which recommitted the Federal Government's commitment and emphasize more accountability with performance targets and tangible goals for those with disabilities.

2000

Congress established the Office of Disability Employment Policy (ODEP) to create and influence policies that increase the number and quality of employment opportunities for those with disabilities.

2010

Stigma Regarding Disabilities in the Workplace

In an expansion of workplace civil rights, the 1990 Americans with Disability Act (ADA) extended anti-discrimination protection to individuals with "mental impairments."

One of the most critical barriers to the employment of individuals with mental disabilities is the degree of social stigma such disabilities incur, and there is compelling evidence that employers have stigmatized attitudes and have discriminated against those with mental disabilities.

Employers' beliefs about mental disability form a crucial foundation for truly supportive work environments (those that value difference and diversity), and further research is needed to determine if over time the ADA is successful in changing attitudes as well as behavior.

Events at Kelley in Honor of National Disability Employment Awareness Month (NDEAM)

Looking forward to the next few months:

Kelley Student Government plans on conducting research as well as hearing from students about their experiences through recruiting and in academia.

Kelley Student Government also plans on holding a panel to bring awareness to mental and physical disabilities and how they impact students and faculty at IU

Sources

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