



★
*Attitude
is the
biggest
disability* ★

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Anyone who requires accommodation for a disability to attend any event at FAU is asked to get in touch with the contact person for the event at least five to ten working days in advance.

OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM)



Congress designated each October as National Disability Employment Awareness Month. Around the country various programs will be carried out throughout the month that highlight

the specific employment barriers that still need to be addressed and removed.

This effort to educate the American public about issues related to disability and employment actually began in 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 its current label.

The federal Office of Disability Employment Policy (ODEP) since its inception in 2001, has assumed responsibility for NDEAM and has worked to expand its reach and scope.

Although led by ODEP, NDEAM'S true spirit lies in the many creative observances held at the grassroots level across the nation every year. The 2011 theme is "**Profit by Investing in Workers with Disabilities,**" which promotes the valuable contributions people with disabilities make to America's workplaces and economy.

TIPS FOR AN ENVIRONMENT FRIENDLY WORKPLACE

Not all disabilities are apparent. A person may make a request or act in a way that seems strange to you, but the request or behavior may be disability-related. Even though these disabilities are hidden, they are real. Whether the disability is hidden or apparent, co-workers can always be cognizant of some simple workplace practices that may go a long way in making everyone feel invited to share the workplace.

- ✓ Keep ramps and wheelchair accessible doors to your building unlocked and unblocked
- ✓ Displays should not be in front of entrances, wastebaskets should not be in the middle of aisles and boxes should not be stored on ramps.
- ✓ Be aware of wheelchair users' reach limits and place items within their grasp. Make sure



- there is a clear path of travel to shelves and display racks
- ✓ If wheelchair users are expected to fill out forms, have clipboards handy
- ✓ If a new employee is blind offer him or her a tour of your work area
- ✓ Don't attempt to pet a guide dog
- ✓ A person with low vision may

- need written material in large print. A clear font with appropriate spacing is just as important as the type size
- ✓ Be sure not to exclude people who are deaf or hearing impaired from a decision-making process because of their disability
- ✓ People with chemical sensitivities or respiratory disabilities react to toxins in the air, try to avoid or lessen the use of spray products
- ✓ People with dyslexia or other reading disabilities may have trouble reading written information. Give verbal explanations and allow extra time for reading

Whether you really care or just curious about a person with a disability who is in crisis, suddenly ill, or misses work for unexplained reasons, allow him or her to discuss the situation if and when they feel comfortable doing so. Please respect the person's needs, requests and privacy.



DENNY'S TO PAY \$1.3 MILLION

Nationwide restaurant chain Denny's, Inc. will pay \$1.3 million and furnish other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC).

EEOC said, and then fired her because of her disability.

The agency further charged that Denny's maintained a maximum medical leave policy that automatically denied workers any additional medical leave beyond a pre-determined limit, even when additional leave was required by the Americans With Disabilities Act (ADA) as a reasonable accommodation, which resulted in the unlawful termination of a class of workers.

In addition to a monetary payment to the fired restaurant manager, the consent decree settling the suit

will also provide monetary relief to 33 additional workers who EEOC charged were denied reasonable accommodations and unlawfully terminated. The consent decree settling the suit also requires all Denny's that are corporate operated to undertake the following measures: reinstatement for certain identified workers; additional medical leave to reasonably accommodate disabled employees; anti-discrimination training and notice posting, with emphasis on the ADA and disability discrimination; a corporate-level oversight and review process for leave decisions; and reporting to the EEOC. The federal court will retain jurisdiction and EEOC will monitor compliance with the decree.

"We believe that by entering into this consent decree, Denny's is expressing its determination to prevent future disability discrimination." EEOC

In its suit, the EEOC charged that Denny's refused to provide one of its restaurant managers in Baltimore with legally required reasonable accommodations for her disability, a leg amputation. The company prohibited her from working in its restaurants because of her disability, despite her desire to return to work, the

KNOW YOUR RIGHTS



Florida's Civil Rights Statute provides special protections to one sector of the disability community: no individuals infected with or perceived to be infected with HIV, AIDS, or AIDS-related complexes may be required to take an HIV-related test as a condition of hiring, promotion, or continued employment unless the **absence** of human immunodeficiency virus infection is a bona fide

occupational qualification for the job in question.

An employer may not segregate or classify any individual in any way which would deprive or tend to deprive an individual of employment opportunities on the basis of having taken an HIV test or on the basis of the results or perceived results of such a test.

An employer who asserts that a bona fide occupational qualification exists for HIV testing must prove the test is necessary to determine whether an employee is currently able to perform in a reasonable manner the duties of the particular job or whether an employee will present a significant risk of transmitting HIV infection to other persons in the course of normal work activities. **To read the entire statute see: F.S. 760.50**

WHY BOTHER WITH ACCESSIBILITY CODES ANYWAY?

Because it's the law. Building codes establish minimum requirements necessary to protect the public health, safety and welfare in the built environment. Safe and accessible buildings are achieved through proper design and construction practices along with a code administration program that ensures

compliance. In addition to protecting lives, codes can keep construction costs down by establishing uniform standards in the industry and passing the savings on to the consumer. Codes also help protect real estate investments by providing a minimum level of construction quality and safety.

The Florida Accessibility Code incorporates the American with Disabilities Act of 1990 into the Florida Building Code. **Per Florida Statute 468.604** inspecting for accessibility is required during the planning and each subsequent phase of construction.