

May 2009 (Vol. 8, No. 4)

## New Disability Employment Resource for Employers Released

To meet the need for a comprehensive, portable and easy-to-understand guide for employers who are looking to recruit, hire and retain employees with disabilities, The Office of Disability Employment Policy (ODEP) just released a Four-Step Reference Guide. The online version of this valuable resource covers topics such as Incentives & ROI, Recruiting, Interviewing & Hiring and much more. It also provides links to a variety of important resources and other information.

### DIVERSIFYING YOUR WORKFORCE



The print version of *Diversifying Your Workforce, A Four-Step Reference Guide to Recruiting, Hiring & Retaining Employees with Disabilities* will be available later this year. In the meantime, the [PDF](#) and [Word](#) versions are available.

## Job Accommodation Network Enters Social Networking Venues

Social networks are online communities that work together to share and disseminate information. The goal of social networks is to build a community of online users that have quick and easy access to information in one or more interest areas. These networks highlight current events, videos, blogs, bookmarks and Web site hotspots. The Job Accommodation Network (JAN) has entered the world of social networking and hopes that users can enjoy a community space to discuss employer success, experiences and current legislative and accommodation issues surrounding the employment of people with disabilities.

For more information on JAN and social networking, visit [JAN's Web site](#).

## A New Web Site on Accessible Technology in the Workplace

[AccessibleTech.org](#) is a new Web site developed by the [DBTAC](#) National Network of ADA Centers. Its purpose is to build a partnership between the disability and business communities and promote full and unrestricted participation in society for persons with disabilities through the promotion of technology that is accessible to all. Advances in technology are changing the nature of business, from job performance and work productivity to commercial interactions such as buying, selling and advertising. Smart companies understand that many of their customers and employees have evident and hidden sensory, learning and physical impairments.

AccessibleTech.org is a comprehensive resource for information on the Americans with Disabilities Act (ADA) and accessible information technology. The site includes a Resource Library with articles on accessible and assistive technology, ADA FAQs and a list of federal and national resources.

### DID YOU KNOW...?

**EARNWorks.com has a new look.** We have recently begun a process to enhance and improve EARNWorks to better support the recruitment and hiring of people with disabilities. Over the next several months we will continue to update the tools and resources on the site. EARN is committed to supporting the employment community and remaining your one-stop resource for questions regarding hiring and retaining individuals with disabilities in the workplace. Keep checking [EARNWorks.com](#) for updates.

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**The newly released *Roadmaps II*** provides recommendations to improve the employment rate of people with disabilities from the perspective of assistive technology (AT) providers. The guide follows last year's release of *Roadmaps I*, which provides the business perspective. Read [Roadmaps II](#).

### THE DISABILITY EMPLOYMENT SITUATION

April 2009

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

**22.8%**

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

**12.9%**

[Commonly Used Terms](#)

## Considering the Needs of Employees with Disabilities During a Pandemic Flu Outbreak

The Job Accommodation Network (JAN) has just released a new pandemic flu fact sheet that covers critical questions, telework and general considerations. It also offers links to valuable resources you can use immediately. Download the [fact sheet](#).

## Employment and Anti-Discrimination Laws: An Introduction

The following is excerpted from an article published by Reuters.com on April 1, 2009:

Almost every employer and employee is subject to obligations and protections under a number of federal employment and anti-discrimination laws, while state laws may vary greatly in terms of their application to employers and protections provided to employees. Following is a primer on important federal employment and anti-discrimination laws. Given the wide variation in state employment and anti-discrimination laws, it is important that you also understand the employment laws in your state. If you have questions about your obligations as an employer under the laws in your state, or wish to discuss your rights under the federal laws described below, talk with an employment law attorney in your area.

The laws described in this article include the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA) and the Family Medical Leave Act (FMLA).

Read the [full article](#) to gain a better understanding of the laws that affect you.

## US Business Leadership Network Forges Partnership with Abilicorp – New Disability Focused Employment Initiative to Target Qualified Workers with Disabilities

The US Business Leadership Network (USBLN®) announced a new partnership with Abilicorp to target workers with disabilities seeking employment. The partnership is the latest in a series of steps taken by the USBLN® to provide the necessary tools for its national business-to-business network to recruit, hire, retain and promote qualified workers with disabilities.

“Businesses are looking to the US Business Leadership Network to open new doors, connecting them with an untapped pool of talent in the workforce,” USBLN® Executive Director & General Counsel John D. Kemp said about the Abilicorp partnership. “Abilicorp offers a unique approach to profiling and recruiting skilled workers with disabilities, as well as placing premium value on retaining those workers once hired. Combined, Abilicorp’s qualities are a natural fit for our corporate members, who are leading the way toward a more inclusive American workforce, one that values people with disabilities as well.”

Read the [full press release](#) for more information.

### 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

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

### INFORMATION YOU CAN USE

JAN has just released a new fact sheet on **Job Accommodations for People with Autism Spectrum Disorders (ASD)**. The fact sheet provides helpful information for interacting with employees with ASDs. Download the [fact sheet](#).

### EARN SUPPORT

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



**ODEP**

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)**