WHAT'S NEW

**ADA Turns 27!**
July 26 marks the 27th anniversary of the Americans with Disabilities Act (ADA). Signed into law in 1990, the ADA works to open the doors of opportunity for people with disabilities in all sectors of society, including the workplace. As such, the anniversary is an opportune time for employers to refresh their understanding of the law’s employment provisions, which prohibit discrimination against qualified individuals on the basis of disability and require the provision of reasonable accommodations to enable them to apply for and/or perform the essential functions of a job. Read EARN's ADA Webpage.

**PAS in the Federal Workplace**
Last week, EARN was pleased to join forces with the U.S. Department of Labor’s Office of Disability Employment Policy, U.S. Office of Personnel Management and U.S. Equal Employment Opportunity Commission to host a roundtable on Personal Assistance Services (PAS) in the federal workplace in the context of recent updates to Section 501 of the Rehabilitation Act. In addition to helping plan the event, EARN recorded insights and recommendations shared, which will now help inform future technical assistance resources on the topic for federal agencies. Read more about PAS in the workplace.

**Take the ADA Pledge!**
The Americans with Disabilities Act (ADA) National Network offers a toolkit of resources that businesses and other organizations can use to observe the ADA anniversary, during July and all year round. In addition to a listing of featured events, a media kit with downloadable materials, and other resources, the ADA Anniversary Toolkit offers employers the opportunity to sign a proclamation to become part of the nationwide celebration and recommitment to the ADA. Those who take the pledge are publicly recognized on the website by state. Visit the ADA Anniversary Toolkit.

**CEO Action on Diversity and Inclusion**
Last month, CEOs from more than 150 of the world’s largest corporations collectively committed to advancing workforce diversity and inclusion and encouraging open discussion about related issues within their companies. The initiative, called “CEO Action for Diversity and Inclusion,” entails a pledge and a database of member company’s efforts around workplace diversity and inclusion, including those related to people with disabilities. The coalition also plans to hold a summit in the fall to share best practices and welcome other companies who have joined the effort. Learn more about CEO Action for Diversity and Inclusion.
**Reasonable Accommodations**

A key component of the Americans with Disabilities Act (ADA) – passed 27 years ago this week – is the concept of reasonable workplace accommodations. These are adjustments or modifications that enable qualified people with disabilities to perform the essential functions of a job. They may also be necessary to assist a person to apply and interview for a job. To help employers learn more, EARN offers a webpage on the basics of reasonable accommodations, with links to more in-depth resources. [Visit the webpage](#).

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**MARK YOUR CALENDAR**

**Thursday, July 27, 2:00 – 3:00 p.m. ET**

**Twitter Chat: Celebrating 27 Years of the ADA: The Role of Accommodations in Workplace Inclusion**

In recognition of the 27th anniversary of the Americans with Disabilities Act (ADA), ODEP’s Campaign for Disability Employment (CDE) and Job Accommodation Network (JAN) are hosting a Twitter chat on the role of accommodations in workplace inclusion. The chat will feature special guest Tracie DeFreitas, a Lead Consultant at JAN, who will review the basics of accommodations and the role they play in creating a disability-inclusive workplace culture, as well as take questions from participants. To join the conversation, use the hashtag #ADA27CDE. [Learn more about the #ADA27CDE chat](#).

**Thursday, September 14, 1:00 – 2:00 p.m. ET**

**Webinar: Creating Inclusive Higher Education Work Environments for People with Mental Health Disabilities**

In the higher education workplace environment, policies and practices that support success for faculty and staff with mental health conditions are also sound management practices that benefit all workers and employers. During this webinar, hosted by EARN in collaboration with the Higher Education Recruitment Consortium (HERC), a panel of experts will explore this issue in depth. While geared toward higher education, the content that will be shared is widely applicable, and employers in all industries are encouraged to participate. [Register for the September 14 webinar](#).
Kellogg’s

To help deliver on its commitment to creating a welcoming environment for current and future employees with disabilities and their supporters, Kellogg’s has an employee resource group called “Kapable.” In collaboration with company leadership, Kapable seeks to foster a more disability-inclusive culture through events and other initiatives to increase understanding and encourage dialogue, both internally and within employees’ local communities. Learn more about Kellogg’s efforts.

The Employer Assistance and Resource Network on Disability Inclusion (EARN) is a resource for employers seeking to recruit, hire, retain and advance qualified employees with disabilities. It is funded by the U.S. Department of Labor’s Office of Disability Employment Policy under a cooperative agreement with The Viscardi Center. For more information, visit AskEARN.org

Preparation of this material was funded by the Office of Disability Employment Policy, U.S. Department of Labor, Grant No. [OD-26451-14-75-4-36]. This document does not necessarily reflect the views or policies of the Office of Disability Employment Policy, U.S. Department of Labor, nor does the mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

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