

In this Issue: **Inclusive Party Planning, World AIDS Day and more!**

WHAT'S NEW

Ensuring Inclusive Holiday Gatherings

With the holiday season in full swing, many companies will be gathering employees to celebrate the year past and toast to success in the one ahead. In planning such parties – whether around the holidays or any time of year – it’s important to make sure ALL employees, including employees with disabilities, can join in the festivities. For helpful guidance on planning accessible, inclusive parties, the Mid-Atlantic Americans with Disabilities Act Center’s “Guide to Accessible Events and Meetings” offers tips that can assist with everything from venue selection to catering to food allergies and sensitivities. [Access the guide.](#)

World AIDS Day

December 1 was World AIDS Day, an annual observance to reflect on progress made and yet to come in the fight against HIV/AIDS and reaffirm support for people living with HIV/AIDS. This support extends to the workplace; thanks to major advances in treatment in recent years, more and more people with HIV/AIDS are living healthy lives and participating in the workforce. To mark the day, the U.S. Department of Labor published a blog post about its efforts to help people living with HIV/AIDS succeed in the workplace. [Read the blog post](#) or [learn about accommodation ideas for people living with HIV/AIDS.](#)

Educating Disabled Veterans and Employers Online Dialogue

The U.S. Department of Labor’s Office of Disability Employment Policy and Veterans’ Employment and Training Service, in coordination with the U.S. Equal Employment Opportunity Commission, are currently hosting an online national dialogue on “Educating Disabled Veterans and Employers about Workplace Rights and Responsibilities.” Employers are encouraged to participate by submitting ideas, votes and comments to help inform future efforts to improve understanding about workplace protections for disabled veterans. Participation in the dialogue is open through Dec. 15. [Learn how to participate.](#)

Disability Employment from the State Perspective

In a recent blog post, the National Governors Association (NGA) highlighted the issue of disability employment in the context of state economic and workforce development. The post notes the costs to both state governments in terms of lost tax revenue and employers in terms of untapped talent. It also cites research that negates common misconceptions employers may have about employing people with disabilities and steps NGA is taking to address the issue through the ODEP-supported State Exchange on Employment and Disability (SEED) initiative. [Read the blog post](#) or [learn about SEED.](#)

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ASKEARN.ORG SPOTLIGHT



Primer on Disability Inclusion

If you're new to the world of disability diversity and inclusion, you may need some general guidance and background on the what, why and how. The EARN website's "Primer on Disability Inclusion" provides a starting point, reviewing fundamentals and how EARN can help you tap the benefits of a disability-inclusive workplace. Visit the [Primer on Disability Inclusion](#).

MARK YOUR CALENDAR

December 12, 2017

Deadline: Introduction to Inclusive Talent Acquisition

This free, self-paced online course co-developed by Perkins School for the Blind and Harvard Extension School is currently open and available through December 12. It educates about how to identify barriers to employment; recruit, interview and onboard candidates of diverse backgrounds and abilities; and improve workplace accessibility to support candidates with disabilities. [Learn more about the course](#).

December 14, 2017, 1:00-2:30 p.m. ET

Webinar: Tapping the Talents of America's Heroes: Hiring & Retaining Disabled Veterans

In this webinar, EARN will welcome representatives from the U.S. Department of Labor's Veterans' Employment and Training Service and Disabled American Veterans to discuss effective strategies employers of all sizes and in all industries can use to recruit, hire, advance and retain disabled veterans. [Register for the December 14 webinar](#).

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EMPLOYER SPOTLIGHT

Booz | Allen | Hamilton

Booz Allen Hamilton

Global consulting firm Booz Allen Hamilton has consistently earned recognition for its commitment to disability inclusion and this year was among DiversityInc's 2017 "Top Companies for People with Disabilities" and the Disability Equality Index's "Best Places to Work." Recently, the company also helped illustrate its commitment through two "Policies in Practice" photo profiles on the U.S. Department of Labor Office of Disability Employment Policy website. Read the profiles of [Nirath Serj](#) and [Lindsay Adams-Spinner](#).

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

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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