



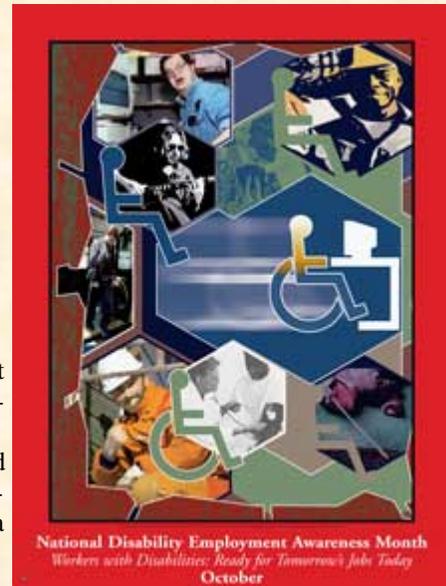
# EEO REVIEW



O C T O B E R 2 0 0 5

## *National Disability Employment Awareness Month October 2005*

October is National Disability Employment Awareness Month. This annual observance, designed to recognize the contributions of workers with disabilities, began in 1988 with the Presidential Proclamation of Public Law 100-630 (Title III, Sec 301a). This law replaced "National Employ the Handicapped Week," which had been celebrated annually since 1945 during the first week in October. Each annual awareness month celebration provides a time for reflection on past accomplishments and presents a foundation for facing the challenges of the year ahead. The cornerstones of this initiative are to increase access to technology, expand educational and employment opportunities, and promote increased participation in community life for Americans with disabilities. Although several regulations exist to protect the rights of Americans with disabilities, the Americans with Disabilities Act (ADA) of 1990 is perhaps the most well known. When this Act was passed, it represented a promise that the Nation would no longer underestimate the abilities of disabled Americans. The ADA contains employment provisions to protect workers with disabilities from discrimination and mandates that all businesses employing more than 15 workers make reasonable accommodations for employees with disabilities. This law has played a critical role in helping to secure a future of enhanced opportunity and new freedoms for workers with disabilities.



Information Obtained from <http://www.hanford.gov/doehrm/ndeam/>

*This Years Theme is: "Workers with Disabilities Ready for Tomorrow's Jobs Today"*

## *National Italian American Heritage Month*

Every year the U.S. President signs an executive order designating the month of **October** as National Italian American Heritage Month. Coinciding with the festivities surrounding Columbus Day, the proclamation is in recognition of the many achievements, contributions, and successes of Americans of Italian decent and Italians in America.

Over 5.4 million Italians immigrated to the United States between 1820 and 1992

Today there are over 26 million Americans of Italian decent in the U.S., making them the fifth largest ethnic group. The country was even named after an Italian, the explorer and geographer Amerigo Vespucci.



## October is Breast Cancer Awareness Month



### National Mammography Day

The third Friday in October each year is National Mammography Day, first proclaimed by President Clinton in 1993. On this day, or throughout the month, we encourage women to make a mammography appointment. **In 2005, National Mammography Day will be celebrated on October 21.**

To find a facility in your area, please call:  
American Cancer Society (800) 227-2345  
National Cancer Institute (800) 4-CANCER



### VOLUNTERS NEEDED FOR SPECIAL OLYMPICS VIRGINIA ALPINE SKING CHAMPIONSHIPS JANUARY 23 —24, 2006 WINTERGREEN, VIRGINIA

**Volunteer for ONE DAY —FREE MEALS**  
**Volunteer for TWO DAYS—FREE MEALS and LODGING at WINTERGREEN RESORT**

#### Openings for:

Event Management Positions—Awards, Family Hospitality, Housing/Meals, Opening Ceremony, Souvenir Sales, Special Events (dance, social activities for athletes) and Volunteer Registration.

Race Course Positions—Ski Trainer, Steward, Starter, Finish Referee, Timer, Time Recorder, Gatekeeper, Course Messenger, Equipment and Distribution, Course Setter, Course Monitor, and Athlete Staging.

**POC: MAJ Ramsey, TSgt Bey or Ms. Lynn at JFHQ VAHR-EEO  
Ft Pickett, Bldg. 316, 434-298-6156/DSN: 438-6156**



## QUIZ

### Famous People With Disabilities

1. This is the disability that Franklin D. Roosevelt first faced in 1921:
  - A. What is amyotrophic lateral sclerosis?
  - B. What is Parkinson's disease?
  - C. What is polio?
2. This athlete with a disability lit the Olympic Flame at the 1996 Olympic Games in Atlanta:
  - A. Who is Jackie Joyner-Kersey?
  - B. Who is Bruce Jenner?
  - C. Who is Muhammad Ali?
3. Juliette Gordon Low, who became almost totally deaf by age 26, founded this organization:
  - A. What is the Girl Scouts of the USA?
  - B. What is the Red Cross?
  - C. What is the Salvation Army?
4. Stephen Hawking, a professor with amyotrophic lateral sclerosis, performs research in this field of science:
  - A. What is biology?
  - B. What is physics?
  - C. What is ecology?
5. Margarete Steiff, a woman who had polio in her childhood, is credited with crediting one of these firsts for the world in 1902:
  - A. What is the teddy bear?
  - B. What is the sewing machine?
  - C. What is the adhesive bandage?



# SAFETY TIPS ON HALLOWEEN



Halloween is a cherished tradition but the excitement of the night can cause children to forget to be careful. There is no real "trick" to making Halloween a real treat for the entire family. The major dangers are not from witches or spirits but rather from falls and pedestrian/car crashes. Many communities officially designate a "Beggars' Night" and assign specific hours for trick-or-treat activities.

Before children start out on their "trick or treat" rounds, parents should:

- Make sure that an adult or an older responsible youth will be supervising the outing for children under age 12.
- Plan and discuss the route trick-or-treaters intend to follow. Know the names of older children's companions.
- Instruct your children to travel only in familiar areas and along an established route.
- Teach your children to stop only at houses or apartment buildings that are well-lit and **never** to enter a stranger's home.
- Establish a return time.
- Tell your youngsters not to eat any treat until they return home.
- Review all appropriate trick-or-treat safety precautions, including pedestrian/traffic safety rules.
- Pin a slip of paper with the child's name, address and phone number inside a pocket in case the youngster gets separated from the group.

The National Safety Council urges motorists to be especially alert on Halloween.

- Watch for children darting out from between parked cars.
- Watch for children walking on roadways, medians and curbs.
- Enter and exit driveways and alleys carefully.
- At twilight and later in the evening, watch for children in dark clothing

-Information Obtained from www.nsc.org-



## Book of the Month:

The Curious Incident of the Dog in the Night-time  
by Mark Haddon

This is a murder mystery novel like no other. The detective, and narrator, is Christopher Boone. Christopher is fifteen and has Asperger's, a form of autism. He knows a very great deal about maths and very little about human beings. He loves lists, patterns and the truth. He hates the colors yellow and brown and being touched. He has never gone further than the end of the road on his own, but when he finds a neighbor's dog murdered he sets out on a terrifying journey which will turn his whole world upside down.

## Quote for the Month:

*"You have to have the confidence in your ability,  
and then be tough enough to follow through"*

- Rosalynn Carter

## Answers to Quiz:

1. C
2. C
3. A
4. B
5. A

## EAP-Employee Assistance Program

Assistance is provided under EAP for a wide variety of personal concerns. This service seeks to help technicians define problems and identifies problem-solving resources.

1-800-223-2515

## UPCOMING EVENTS

Native American Heritage  
Program November 16, 2005  
@ 1030 hours