INTRODUCTION

Lisa Dubose – Human Resources
Peggy Dennis – Disability Services
Vicky Kulicke – Equity and Diversity
Tim Brackenbury – Faculty Senate
Janet Garber – Classified Staff Council
Jeremy Joseph – Administrative Staff Council
Beth Ann Rife – Human Resources
Phyllis Short - ITS
Jennifer Sobolewski – Marketing and Communications
Goals for Today’s Session

To Understand:
» Voluntary campus survey of employees with disabilities;
» Obligations to report to the OFCCP;
» Benefits of working together;
» Confidentiality and information sharing;
» Campus and community contacts and support networks
Office of Federal Contract Compliance Programs (OFCCP)

Mission Statement
The purpose of the Office of Federal Contract Compliance Programs (OFCCP) is to enforce, for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the Federal government.
BACKGROUND – ADAAA

» The Changes: Americans with Disabilities Act as Amended
» Accommodation: How to ask
» Budget
The Survey

» One Question

- Do you have a disability?
  - Yes, I have a disability (or previously had a disability)
  - No, I don’t have a disability
  - I don’t wish to answer
The Survey

» Respondent determines what is a disability

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
- Deafness
- Cancer
- Diabetes
- Epilepsy
- Autism
- Cerebral palsy
- HIV/AIDS
- Schizophrenia
- Muscular dystrophy
- Bipolar disorder
- Major depression
- Multiple sclerosis (MS)
- Missing limbs or partially missing limbs
- Post-traumatic stress disorder (PTSD)
- Obsessive compulsive disorder
- Impairments requiring the use of a wheelchair
- Intellectual disability (previously called mental retardation)
Disability inclusion is important

» Largest U.S. minority group: approximately 20%;
» Nearly 80% with disabilities are not employed;
» Changes to Department of Labor regulations (Section 503 and VEVRAA) addresses this employment gap;
» Inclusion increases workforce engagement;
New Section 503 Regulations

- Yes, the new regulations include a 7% utilization goal.
- OFCCP created this goal as a measure.
- Use the goal to measure the change (every 5 years).
- Focus on the entire workforce; differs from Executive Order 11246 program - newly placed into positions.
- The goal is not a quota
The Data

Personnel File

OFCCP

Disability Services (Accommodations)
BGSU SELF ID

1. Log into the myBGSU portal
2. Select the Employees Tab
3. Scroll to the Disability Link in the left navigation panel
4. Click on the link
5. Complete the form by selecting one of the three radio buttons
6. Click ‘Submit’
QUESTIONS?
Resources

http://www.dol.gov/ofccp/regs/compliance/faqs/503_faq.htm#Q10

www.NOD.org/tracker

US Department of Labor, Office on Disability Employment Policy: http://www.dol.gov/odep

Employer Assistance and Resource Network: http://www.askearn.org

Job Accommodation Network: https://askjan.org

National Organization on Disability: www.nod.org