

FOIA MARKER

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Presidential Library Staff.**

Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: Counsel Office

Series/Staff Member: Michelle Aronowitz

Subseries:

OA/ID Number: 24519

FolderID:

Folder Title:

10th Anniversary ADA [Americans with Disabilities Act] Deliverables [3]

Stack:

S

Row:

113

Section:

7

Shelf:

4

Position:

2

V. Product Overviews

A.1

Product Name: NCR 7401, Accessibly Designed, Web-Based Kiosk

Company Name: NCR Corporation, IsSound Corporation, Smithsonian Institution National Museum of American History and Trace Research and Development Center - University of Wisconsin.

Product Category: Community Technology

Product Description: The product is an accessible web-based kiosk identical to the ones being used in support of the Smithsonian Institution's National Museum of American History showcase exhibition. The exhibition commemorates the tenth anniversary of the Americans with Disabilities Act (ADA) by examining the history of activism by those who have fought for the civil rights of people with disabilities. The kiosk incorporates the use of Trace R&D Center's EZ AccessTM interface techniques. These techniques were implemented into NCR 7401 kiosks by IsSound Corporation. EZ Access is a flexible but standard set of interface strategies for allowing people to access and use electronic devices even when they are operating under constrained conditions. See: <http://americanhistory.si.edu/ve/index.htm>

Cost: TBD

Type of Disability Addressed: Cross-disability -- low vision or blindness, physical disabilities, reading disabilities, some cognitive disabilities. These machines do not use sounds, so those with hard-of-hearing or deafness have no difficulty accessing information -- they simply use their vision.

Government Role: The Trace R&D Center serves as the Rehabilitation Engineering Research Center (RERC) covering the area of disability access to information technologies. Funding for the RERC is provided by a five-year grant from the United States Department of Education's Office of Special Education and Rehabilitative Services (OSERS), through its National Institute on Disability and Rehabilitation Research (NIDRR).

Demonstration Description: Visitors will be provided the opportunity to access and use an accessibly designed, web-based, kiosk. They will be able to access information about everything in the Smithsonian's Disability Rights Exhibit.

Contact Information:

Steve Jacobs, President
IDEAL at NCR, Inc.

NCR Corporation
1529 Brown Street EMD-5
Dayton, Ohio 45479
(937) 445-6396
FAX (937) 445-2468
TTY: (800) 855-2880
steve.jacobs@ncr.com
<http://www.ncr.com>

To Be Invited:

Katherine Ott, Ph.D.
Curator, Division of Science, Medicine, and Society
National Museum of American History, Rm. 5030
Smithsonian Institution
Washington, D.C. 20560-0627
Phone: (202) 357-3006
Fax: (202) 633-9290
E-mail: otk@nmah.si.edu
URL: <http://americanhistory.si.edu/>

Lars Aggelakos
President and CEO
NCR Corporation
1700 South Patterson Boulevard
Dayton, OH 45479
937-445-1575
URL: <http://www.ncr.com>

Elaine Verna
President
IsSound Corporation
830 Bear Tavern Road
Suite 105
Ewing, NJ 08628
Phone: (609) 637-0099
Fax: (609) 984-8048
E-mail: info@issound.com
URL: <http://www.issound.com>

Gregg C Vanderheiden Ph.D.
Director - Trace R & D Center
University of Wisconsin
Phone: (608) 262-6966
Fax: (608) 262-8848

E-mail: Gv@trace.wisc.edu

URL: <http://trace.wisc.edu/>

Display Logistics:

Location: Main Tent

Amount of Space: 2' x 4'

Type of Surface Needed: Hard floor. Will not need to support more than 30lbs.

Set-up Time: Two hours

Staff Needed for Set-up: Two person

Type and Amount of Power Needed: Two 110 VAC grounded outlets

Staff Needed for Demo: One person

Take-down time: Two hours

A.2

Product Name: Portable Interactive (Voting) Kiosk

Company Name: Quad Media and Election Systems and Software.

Product Category: Community Technology

Product Description: The kiosk is fully ADA compliant and enables people with a variety of disabilities or functional limitations to obtain and input information unassisted, including voting. Operates on Windows 2000. Uses "Easy Access" technology developed by the Trace Center of the University of Wisconsin and was funded by NIDRR.

Cost:

Type of Disability Addressed: Cross-disability

Government Role: RERC funded research, Department of Education

Demonstration Description: Device can be programmed for sample voting process, or other information, for on-site use.

Contact Information:

Bernard LaFleur
President
Quad Media
6580 Valley Center
Bradford, VA 24141
540-633-6739 x 251
FAX 540-633-6771
blafleur@quadmedia.com
<http://www.quadmedia.com/>

To Be Invited:

Bernard LaFleur
President, Quad Media

Bill Welsh
Chairman and CEO
Election Systems & Software, Inc.
Corporate Headquarters
11208 John Galt Boulevard
Omaha, Nebraska 68137

Display Logistics:

Location: Main tent

Amount of Space: About 21 square inches

Type of Surface Needed: Hard floor

Set-up Time: 15 minutes.

Staff Needed for Set-up: They will bring their own people (2)

Staff Needed for Demo: One

Take-down time: 15 minutes

Miscellaneous: Kiosk is floor mounted, no table needed, and people in the audience can participate

A.4**Product Name:** Virtual Golf**Company Name:** Madentec Limited**Product Category:** Community Technology

Product Description: Allows people with quadriplegia to golf right beside their able-bodied counterparts on an actual course using a wheelchair mounted computer running Microsoft's Links LS 2000 golf software. The replica of the Pelican Hill golf course is stored in the computer software down to every detail. People with disabilities will golf virtually, using the computer software and assisted technology. These people can participate on the same teams as able-bodied golfers. Golfers with disabilities can drive from hole to hole on the real course in their powered wheelchairs, following the shots they're making on the computer mounted in front of them.

Cost:**Type of Disability Addressed:** Predominantly mobility impairments**Government Role:** no known role

Demonstration Description Demonstration would consist of demonstrating laptop display of golf game, perhaps attached to a wheelchair

Contact Information:

Randy Marsden, P.Eng.
President & CEO
Madentec Limited
3022 Calgary Trail South
Edmonton, AB T6J 6V4
780-450-8926 ext. 223
FAX: 780-988-6182
www.madentec.com

To Be Invited:

Randy Marsden, P.Eng.
President & CEO, Madentec

Display Logistics:

Location: Probably inside the main tent

Amount of Space: 3 x 6 ft

Type of Surface Needed:

Set-up Time: 30 min.

Staff Needed for Set-up: 1

Staff Needed for Demo: 1

Take-down time: 30 min

A.5

Product Name: Universal Access Copier System

Company Name: Pitney Bowes, Inc.

Product Category: Community Technology

Product Description: The Universal Access Copier System (UACS) was designed to meet the imaging needs of the disabled workforce. Several user interface options, including speech recognition, oversized graphic user interface and Braille labeling make this unit universally accessible.

Cost: n/a

Type of Disability Addressed: Cross-disability

Government Role: None

Demonstration Description: People will be able to sample the different typed of input techniques, though voice activation will have to be programmed in advance and demonstrated by Pitney-Bowes staff.

Contact Information:

Joe Ercolano
Director, Gov. Affairs
Pitney Bowes, Inc.
MSC 65-23
1 Elmcroft Road
Stamford, CT 06926-1700
203-351-6021
FAX 203-961-0291
<http://www.pitneybowes.com/>

To Be Invited:

Mike Critelli
Chairmand and CEO
Pitney Bowes
1 Elmcroft Road
MSC 65-23
Stamford, CT 06926-1700
203-351-6021

Display Logistics:

Location: Exhibit Tent Office -- freestanding

Amount of Space: 3 ft by 5 ft.

Type of Surface Needed: hard floor

Set-up Time: 2 Hrs.

Staff Needed for Set-up: 2

Staff Needed for Demo: 2

Take-down time: 1 Hr

Miscellaneous: If there is a recording of the Vice president's voice they will program device so that it works for the VP

A.6

Product Name: Digital Talking Book

Company Name: NCR Corporation, IDEAL at NCR, American Printing House for the Blind, isSound Corporation

Product Category: Community Technology

Product Description: Digital Talking Books are the next-generation "books-on-tape." These digitally based audio books greatly enhance the sound quality, navigation, and searching capabilities of today's "book-on-tape" technologies.

Demonstration Description: A PC-based Digital Talking Book (DTB) entitled, *"Equality of Opportunity: The Making of the Americans with Disabilities Act"* by Jonathan M. Young will be available for listening enjoyment by any visitor interested in learning more about this new technology.

Cost: varies with production

Government Role: The National Library Service for the Blind and Physically Handicapped [Division of The Library of Congress] took a leadership role in developing performance criteria and development standards for next-generation digital talking books (DTB) through the use of the National Information Standards Organization (NISO) standardization process. This standard will ensure compatibility among the many DTB systems expected to be developed.

Type of Disability Addressed: Low-vision, blindness, cognitive and mobility disabilities.

Contact Information:

Steve Jacobs, President
IDEAL at NCR, Inc.
NCR Corporation
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(937) 445-6396
FAX (212) 618-0205
TTY: (800) 855-2880
steve.jacobs@ncr.com
<http://www.ncr.com>

To Be Invited:

Steve Jacobs
President, IDEAL at NCR, Inc.

Dr. Tuck Tinsley III
President
The American Printing House for the Blind, Inc.
1839 Frankfort Avenue
Mailing Address: P.O. Box 6085
Louisville, Kentucky 40206-0085
Phone: 502-895-2405
Fax: 502-899-2274

Elaine Verna
President, IsSound Corporation

Lars Aggelakos
President and CEO, NCR Corporation

Display Logistics:

Location: Exhibit Tent Home -- perhaps on coffee table
Amount of Space: 2' x 4' table.
Type of Surface Needed: Table-top.
Set-up Time: One hour
Staff Needed for Set-up: One person
Staff Needed for Demo: One person
Take-down time: Two hours

A.7

Product Name: Closed Captioning and Descriptive Video Service

Company Name: National Center for Accessible Media

Product Category: Community Technology

Product Description: Descriptive Video Service (DVS) is a national service that makes Public Broadcasting Service (PBS) television programs, Hollywood movies on video, and other visual media accessible to people who are blind or visually impaired. DVS provides narrated descriptions of the key visual elements without interfering with the audio or dialogue of a program or movie. The narration describes visual elements such as actions, settings, body language and graphics. DVS was launched nationally in 1990 by the WGBH Educational Foundation, producer of many prime time public television programs and leader in the development of accessible media.

The Caption Center is the world's first captioning agency and a non-profit service of the WGBH Educational Foundation. With offices in Boston, Los Angeles and New York, The Caption Center captions nearly 100 hours per week of programming from all segments of the television industry. Our work includes such programs as 60 Minutes, NOVA, The MacNeil/Lehrer NewsHour, The Simpsons, Star Trek: Voyager, E.R., The CBS Evening News with Dan Rather, and the Late Show with David Letterman as well as thousands of commercials, home videos and music videos.

The Caption Center played an instrumental role in the creation and passage of the Television Decoder Circuitry Act of 1990, a law which now requires built-in caption decoder circuitry in most new televisions. This law benefits more than 24 million deaf and hard-of-hearing citizens across the nation. Captions also have the potential to assist efforts to eradicate illiteracy and aid those learning English as a second language. With approximately 20 million new TVs sold in the U.S. each year, every household is expected to have at least one caption-capable set by the year 2000.

Demonstration Description: WGBH will bring video tapes with both closed-captioning and descriptive video service. People will be able to watch movies with both technologies.

Cost:

Government Role: PBS

Type of Disability Addressed: Deaf, Hard-of-Hearing, Blind, and Visually-Impaired

Contact Information:

Mary Watkins
The CPB/WGBH National Center for Accessible Media
WGBH Educational Foundation
125 Western Avenue
Boston, MA 02134
(617) 300-3400 (Voice/TTY)
FAX (617) 300-1035
<http://www.wgbh.org/wgbh/pages/ncam/>

To Be Invited:

Larry Goldberg
Director
Media Access
WGBH Educational Foundation
125 Western Avenue
Boston, MA 02134

Display Logistics:

Location: Exhibit Tent Home
Amount of Space: Tapes will play on TV and VCR
Set-up Time: none needed
Staff Needed for Set-up: n/a
Communications Requirements: TV needs to be caption-ready
Staff Needed for Demo: 1
Take-down time: none needed

B.4

Product Name: Independence 3000 Mobility Device

Company Name: Johnson & Johnson

Product Category: Mobility Device

Product Description: Called the INDEPENDENCE™ 3000 IBOT™ Transporter, the system is the invention of Dean Kamen, founder of DEKA Research & Development Corporation, Manchester, NH, with whom Johnson & Johnson partnered five years ago to develop the advanced mobility system as an FDA-approved medical device. The advanced gyro-balanced system is designed to operate on four wheels or two wheels, stabilizing the user by instantly and automatically adjusting and balancing itself. Among its many design features is its ability to allow a seated user to move about at eye-level while balanced on two wheels. Its rotating four-wheel base is designed to allow the user to climb stairs and traverse uneven and hilly terrain, such as grass, sand and rocky pathways. In its four-wheel operation the device is designed to climb over street curbs, while keeping the seated user level and balanced.

Cost: circa \$25,000

Type of Disability Addressed: physical disabilities

Government Role: none

Demonstration Description: J&J employees and attendees will be able to demonstrate capabilities of IBOT 3000, including going up and down curbs, into balance mode, and up and down a set of demo stairs.

Contact Information:

Mr. Peter Thomas
Moderator and Attorney At Law
Powers, Pyles, Sutter & Verville
1875 Eye Street, NW
12th Floor
Washington, DC 20006-5409
(202) 466-6550
FAX (202) 737-2517

To Be Invited:

Jean Luc Butel
President, Independence Technology
Johnson & Johnson

1350 Eye Street, NW
Suite 1210
Washington, DC 20006
202-589-1000

Display Logistics:

Location: Outside tents -- likely at top of marquee

Amount of Space: Roughly 20 feet by 20 feet

Type of Surface Needed: Any surface is ok

Set-up Time: One hour to assemble portable steps for product demonstration

Staff Needed for Set-up: Two independence Technology Employees

Type and Amount of Power Needed: batteries

Staff Needed for Demo: Two independence technology employees

Take-down time: Roughly thirty minutes to disassemble portable steps

Miscellaneous: Relative to the space requirements, this is a mobility device that is best demonstrated in large space

B.5

Product Name: VW EuroVan

Company Name: Volkswagen

Product Category: Mobility Device

Product Description: Volkswagen's EuroVan is part of its Mobility Access Program, designed to assist people with disabilities to acquire accessible vehicles.

Cost: \$32,000 with refunds up to \$1,500 for installation of wheelchair lift and hand controls.

Type of Disability Addressed: physical disabilities

Government Role: none

Demonstration Description: People will be able to demonstrate the lift mechanism of the van, as well as other accessibility features.

Contact Information:

Mr. Joseph Kennebeck
Director, Government Affairs
Volkswagen of America, Inc.
1300 Pennsylvania Avenue, NW
Suite 860
Washington, D.C. 20004
202-842-8477
FAX 202-842-8612
<http://www.vw.com/access/index.htm>

To Be Invited:

Gerd Klauss
President
Volkswagen of America
1300 Pennsylvania Avenue, NW
Suite 860
Washington, DC 20004
202-842-8477

Display Logistics:

Location: outside tents -- perhaps in garage driveway on the way to the tents

Amount of Space: 25 ft by 15 ft

Type of Surface Needed: Preferably pavement to allow easy wheelchair access

Set-up Time: 30 min

Staff Needed for Set-up: 2

Type and Amount of Power Needed: standard outlet and extension cord to power lift

Staff Needed for Demo: 2

Take-down time: 30 min

Miscellaneous: The Volkswagen set-up will consist of a Eurovan w/ lift

B.6

Product Name: Selectively Lockable Knee Brace and Releasable Roller Clutch

Company Name: Horton's Orthotic Lab, Inc.

Product Category: Mobility Device

Product Description: The Selectively Lockable Knee Brace provides a quicker, less painful rehabilitation by allowing movement of the knee. It is designed to help patients who have a loss of muscle control from the thigh down. This device works by allowing the knee to bend when weight is not on the heel. Once weight is placed on the heel, the knee brace locks the joint into position. The knee brace is a spin-off of technology used in developing propulsion systems. The mechanisms and materials used in propulsion systems were applied to the design of the Knee Brace.

NASA inventor Neill Myers designed a device which can improve the existing Selectively Lockable Knee Brace, the "Releasable Roller Clutch." The existing Knee Brace employed rubber coated surfaces to lock the rotating members. The rubber tended to wear rapidly and require replacement. The Releasable Roller Clutch is an integral part of the Selectively Lockable Knee Brace and employs metallic rollers to lock the rotating members. It has the ability to connect a first rotating member (leg above knee) to a second rotating member (leg below knee) in a manner that allows directional rotation between the two members in an engaged mode and free rotation between the members in a disengaged mode. The novelty of this invention lies in the combination of directional rotation capability with free rotation capability in a single device.

Demonstration Description:

Cost:

Government Role: Product developed by team of NASA scientists

Type of Disability Addressed: Mobility impairments of the lower body

Contact Information:

Lori French
Executive Secretary
Horton's Orthotic Laboratory
FAX 501-663-3994

To Be Invited:

Mr. Gary Wayne Horton
President

Horton's Orthotic Laboratory
5220 West 12th Street
Little Rock, AR 72204
501-663-2908
FAX 501-663-3994
ghorton@hortonsoandp.com

Display Logistics:

Location:
Amount of Space:
Type of Surface Needed:
Set-up Time:
Staff Needed for Set-up:
Type and Amount of Power Needed:
Communications Requirements:
Staff Needed for Demo:
Take-down time:
Miscellaneous:

B.7

Product Name: Ready Racer

Company Name: Sammons Preston (Tumble Forms)

Product Category: Mobility Device

Product Description: The Ready Racer is a pre-wheelchair mobility aid that combines high performance wheelchair handling with sports-car styling. Recommended for children ages 18 months to five years, it improves perceptual-motor skills, strengthens the arms and upper trunk and allows the child to play at peer level. Designed for indoor use, the Ready Racer maneuvers in tight places, moves easily over carpet and rough surfaces. Requires minimal arm strength.

Demonstration Description: Unless young kids are present, people won't be able to try it out, but people should get a good idea of what it is. It also has an optional stroller bar so people can push kids in it.

Cost: \$600 (with stroller bar)

Government Role: none

Type of Disability Addressed: mobility impairments

Contact Information:

Steven Fischer
Sammons Preston
804-560-0144
FAX 804-560-3459

To Be Invited:

Howard Schwartz
CEO
Sammons Preston
4 Sammons Court
Bolingbrook, IL 60440-4989
800-432-2720, x284

Display Logistics:

Amount of Space:
Type of Surface Needed:
Set-up Time:
Staff Needed for Set-up:

Type and Amount of Power Needed:

Communications Requirements:

Staff Needed for Demo:

Take-down time:

C.2

Product Name: "Talking Signs"

Company Name: Talking Signs, Inc.

Product Category: Communications Device

Product Description: Talking Signs® technology is an infrared wireless communications system that provides remote directional human voice messages that make confident, independent travel possible for vision impaired and print-handicapped individuals. The technology was pioneered and developed at Smith-Kettlewell Eye Research Institute, Rehabilitation Engineering Research Center in San Francisco, California. The system consists of short audio signals sent by invisible infrared light beams from permanently installed transmitters to a hand-held receiver that decodes the signal and delivers the voice message through its speaker or headset. The signals are directional, and the beam width and distance can be adjusted. The system works effectively in both interior and exterior applications.

Talking Signs may be used wherever landmark identification and wayfinding assistance are needed. To use a Talking Signs system, the user scans the environment with the hand-held receiver. As individual signals are encountered, the user hears the messages. For example, upon entering a lobby, one might detect "information desk" when pointing the receiver directly ahead, "public telephones" when pointing to the right and "stairs to the second floor" when pointing to the left. Messages are unique and short, simple and straightforward. The messages repeat, continuously identifying key features in the environment.

Cost:

Type of Disability Addressed: Blind and visually-impaired

Government Role: RERC funded research, Department of Education

Demonstration Description: Blind and visually-impaired guests will be given transmitters to operate Talking Signs placed throughout the Vice President's Residence, offering both directions and descriptions of elements of the exhibit.

Contact Information:

C. Ward Bond
President
Talking Signs, Inc.
812 North Blvd.
Baton Rouge, LA 70802
225-344-2812
FAX 225-344-2811

ward@talkingsigns.com

To Be Invited:

C. Ward Bond
President, Talking Signs, Inc.

Display Logistics:

Location: Throughout the Residence

Amount of Space: Two tables – one to distribute and retrieve receivers, one for handouts

Type of Surface Needed: requires poles for speakers

Set-up Time: ½ day

Staff Needed for Set-up: 3

Type and Amount of Power Needed: battery-powered

Staff Needed for Demo: 3

Take-down time: 1 Hr.

C.5**Product Name:** "POTS on a Pole"**Company Name:** National Rehabilitation Hospital**Product Category:** Communications Device

Product Description: This is a mobile wireless videophone developed from several commercially-available subsystems under NIDRR Telerehabilitation RERC funding. It permits application of standard computer-free videophones which use everyday analog phone lines (POTS: Plain Old Telephone Service) in a variety of settings where mobility and freedom from cords and cables matters. For example, putting such a system in the home of an outpatient after s/he leaves NRH would allow follow-up rehab consultations (telerehabilitation) between home (or community hospital) and our professionals. Unlike out-of-the-box videophones which are relatively immobile since they're tethered by the power cord and the phone wire, this system places an electronic two-way-window between client (and family) and provider to be rolled about the house so that functional challenges can be demonstrated as well as described. Or imagine having such a unit in a vocational setting where there are several workers with disabilities. POTS on a Pole would make it convenient to set up a mobile video/audio link between workers and employees (and supervisors) and remote vocational counselors who otherwise don't get together anywhere near often enough. This is a project NRH is working on and it is near ready for commercialization, probably coupled with related service.

Cost:**Type of Disability Addressed:** Cross-disability**Government Role:** RERC funded, Department of Education**Demonstration Description:****Contact Information:**

Dr. Michael Rosen
Director of Rehabilitation Engineering
National Rehabilitation Hospital
102 Irving Street, N.W.
Washington D.C. 20010
202-877-1932
FAX 202-723-0628

To Be Invited:

Dr. Michael Rosen

Director of Rehabilitation Engineering, NRH

Ed Eckenhoff
President
National Rehabilitation Hospital
102 Irving Street, N.W.
Washington D.C. 20010
202-877-1000

Display Logistics:

Location: Exhibit Tent Home
Amount of Space: 2 ft by 2 ft
Type of Surface Needed: Table and two chairs
Set-up Time: 90 min.
Staff Needed for Set-up: 3
Type and Amount of Power Needed: one standard 110V outlet
Communications Requirements: two analog lines
Staff Needed for Demo: 3 - 4
Take-down time: 1 hr.

C.6

Product Name: WyndTell Pager

Company Name: WYND Communications Corp

Product Category: Communications Device

Product Description: The WyndTell Pager offers complete wireless communication for people who are deaf or hard of hearing. It operates on a small, palm-sized pager, allowing people who are deaf or hard of hearing to communicate instantly with anyone regardless of hearing level. The pager also gives users the most complete set of communication options, including e-mail, TTY, fax, voice, and alpha paging. The WyndTell pager can demonstrate Text (with pager) to voice (phone) or voice (phone) to text (pager).

Cost:

Type of Disability Addressed: Deaf and hard-of-hearing

Government Role: none

Demonstration Description: The technology is for the audience to watch more than use, though a few people may be able to try the device at the event.

Contact Information:

Joe Karp
(Logistics coordinator)
jkarp@wynd.com
805-597-8114
FAX 805-781-6001

To Be Invited:

Daniel Luis
President & CEO
WYND Communications Corp
75 Higuera Street
Suite 240
San Luis Obispo, CA 93401
Work: 805-597-8105
Fax: 805-781-2089
TTY 805-597-8170
dluis@wynd.com
<http://www.wynd.com>

Display Logistics:

Location: Exhibit Tent Home

Amount of Space: The space a telephone or small fax machine requires

Type of Surface Needed: A card table (about 4 square feet) and a couple chairs

Set-up Time: Half an hour

Staff Needed for Set-up: No more than three people to set up and demonstrate (CEO, VP, and a tech person)

Type and Amount of Power Needed: A standard 110 outlet, a power strip

Communications Requirements: Requires dedicated phone line and BellSouth wireless data network coverage at the site. Coverage check is as simple as someone with a pager sending and receiving a message at the site.

Staff Needed for Demo: Requested that CEO Dan Luis and VP Judy Viera demonstrate along with an additional tech person

Take-down time: Half an hour

C.7

Product Name: T-Coil Loop Set Accessory

Company Name: AT&T

Product Category: Communications Device

Product Description: The T-Coil Loop Set accessory uses inducted loop technology to wirelessly transmit a digital telephone signal from a hands-free neck loop into a hearing aid's T-Coil.

Demonstration Description:

Cost:

Government Role:

Type of Disability Addressed:

Contact Information:

Larry Crenshaw
202-457-2400

To Be Invited:

Display Logistics:

Amount of Space:
Type of Surface Needed:
Set-up Time:
Staff Needed for Set-up:
Type and Amount of Power Needed:
Communications Requirements:
Staff Needed for Demo:
Take-down time:
Miscellaneous:

D.1**Product Name:** Eyegaze System**Company Name:** LC Technologies**Product Category:** Input Device

Product Description: A communication and control system for people with complex physical disabilities that is run with the eyes. By looking at control keys displayed on a screen, a person can synthesize speech, control the environment (lights, appliances, etc.), type, operate a telephone, run computer software, and access the Internet and e-mail. As a user sits in front of the Eyegaze monitor, a video camera mounted below the camera observes one of the user's eyes. The Eyegaze software continually analyzes the video image of the eye and determines where the user is looking on the screen. (This product is different from Quick Glance System as it allows access to more features.)

Cost: \$14,900 to \$21,000**Type of Disability Addressed:** physical disabilities**Government Role:** Department of Defense**Demonstration Description:****Contact Information:**

Jetti LaHoud
LC Technologies
9455 Silver King Court
Fairfax, Virginia 22031
(703) 228-7133
(800) 393-4293
FAX 703-385-7137
<http://www.lctinc.com/>

To Be Invited:

Joe Lahoud
President and CEO
LC Technologies
9455 Silver King Court
Fairfax, VA 22031
(800) 393-4293

Display Logistics:

Location: Exhibit Tent Office -- needs to operate a computer

Amount of Space: enough table space for a desktop computer, portable version fits on wheelchair (second computer required for internet demo)

Type of Surface Needed: table top

Set-up Time: 20-30 minutes

Staff Needed for Set-up: 2

Communications Requirements: standard telephone line required if want to include internet

Staff Needed for Demo: 2 (requested)

Take-down time: 20-30 minutes

Miscellaneous: Fluorescent lighting preferred – avoid incandescent lighting - have news articles on successful people using the device

D.3**Product Name:** CyberLink**Company Name:** Brain Actuated Technologies, Inc.**Product Category:** Input device

Product Description: The Cyberlink Interface is a communication link between humans and machines. Anyone wishing to explore the world of brain-actuated control can now operate computer software and any electrical device directly from the control center - the mind. The Cyberlink Interface enables hands-free control of computers and electrical devices. The Cyberlink system is easy and fun to use and can be learned quickly. Strap on the headband, plug into your computer and let your mind do the rest.

Brain and body signals detected by the sensors in the headband are amplified, digitized and transmitted to the computer as multiple Brainfingers to affect feedback displays, control a mouse or an interactive video game, navigate a productivity or business application, use a web browser, control almost any Windows application, play musical synthesizers or sound cards, activate peripheral devices, adjust environmental controls, etc. Cyberlink Interface is based on a breakthrough technology that senses and responds to the minute surface electrical signals that result from brain and subtle muscle activity. Twelve different biological signals derived from the forehead control the location and left/right functions of the mouse. Individual control formats and adjustments are easily made through the user-friendly graphical interface.

Cost: \$1,995**Type of Disability Addressed:** physical disabilities**Government Role:** SBIR – Air Force, Department of Defense**Demonstration Description:****Contact Information:**

Andrew Junker
President and CEO
Brain Actuated Technologies
139 E. Davis St.
Yellow Springs, OH 45387
937-767-2674
FAX 937-767-7366
admin@brainfingers.com

To Be Invited:

Andrew Junker
President and CEO, Brain Actuated Technologies

Display Logistics:

Location: Exhibit Tent Office

Amount of Space: 5 ft table

Type of Surface Needed: Table and two chairs

Set-up Time: 1 hr.

Staff Needed for Set-up: 2

Type and Amount of Power Needed: standard 110V outlet

Staff Needed for Demo: 2

Take-down time: 1 Hr.

Miscellaneous: This is the type of technology that when people use it, they are incredulous. Real cutting edge

D.5

Product Name:

Company Name: Sun Microsystems

Product Category:

Product Description: The recent explosion of announcements about faster chips, new dot-coms, smart homes, great web sites, cell phones, and more has made it seem like the ubiquity of computers in our daily lives is a recent phenomena. But while the phenomena may seem recent, the reality is computers have been a regular part of our lives for a generation now. And in that time many people with disabilities have endured a double frustration - frequent frustration over their inability to use many a computerized devices and, prompted by technology developments from Trace Research and IBM in the late 70's and early 80's, just as frequent frustration over the knowledge that the situation would be different if the devices had been designed with accessibility in mind.

This frustration prompted many in the accessibility community to help develop the Universal Design principle and to develop a vision of what a universally designed world might look like. Universal Design is basically about developing products, solutions, or services that are based on an understanding of the abilities of all people who might use them which are then designed so as many people as possible can use them. Two main attributes of this world as it applies to information technology are user interfaces (UI) are designed so anyone can use them and wireless access to the UI of the product, solution, or service is possible by those who can't physically interact with the device the UI is on. The only problem with this vision of the universally designed world was it was ahead of the technology of its time, it is only recently that technology has become commercially available to support the development of it. It is a demonstration of this vision using technology and products anyone can obtain today that we are proposing to show Vice President Gore.

This demo transports us to a smart home. It has a number of appliances in it (heater, fan, shade, light) that would be difficult or impossible for someone who is paralyzed or can't see to use. In this demo we will show someone who is paralyzed using a speech UI on a laptop, someone who is blind using a UI enhanced for vision access on a braille display laptop, and the Vice President using a PDA of some sort to control the same appliances. We would also show the same access strategies morphed into something used in a public setting (using an ATM) and in an online

community (participating in a chat session) with the connection being that each person uses the same personal accessor to accomplish tasks in three separate user settings (home, bank, on-line). The big picture purpose of these three demos is they are meant to offer a glimpse of the power a universally designed world provides to all its inhabitants - regardless of whether or not they happen to have a disability.

The Java platform and Jini are the technologies used to make the demos of a universally designed world possible. The Java platform makes it possible for developers to build products that will run on multiple types of computers. It also has support for accessibility built right into its UI components to make it easy for and to encourage developers to factor Universal Design principles into the design of their products. Jini is a technology that performs a function similar to the telephone yellow pages: it lets services display themselves and tells interested customers how to get a hold of them. It also provides support that makes it possible for devices such as laptops and PDAs to establish a temporary network connection via wired or wireless connection with the service it is interested in. Finally, Jini also allows the developer to provide multiple types of UIs for a service, allows the customer of the service to choose the UI they get, and lets the customer specifically ask for any accessible UI the service provides.

Cost:**Type of Disability Addressed:** Cross Disability**Government Role:****Demonstration Description:****Contact Information:**

Mr. Earl Johnson
Project Leader, Accessibility Team
SUN MICROSYSTEMS
901 San Antonio Road
mail UCUP02-103
<http://www.sun.com/>
408-863-3151
FAX 408-863-3228
earl.johnson@sun.com

Also:

Morgan Mauritz
415-591-4126
FAX 415-591-4030

To Be Invited:

Scott McNealy
Chairman and CEO
SUN Microsystems
901 San Antonio Road
Palo Alto, CA 94303

Edapta

other company

Display Logistics:

Location: Exhibit Tent Home
Amount of Space:
Type of Surface Needed:
Set-up Time:
Staff Needed for Set-up:
Staff Needed for Demo:
Take-down time:

D.7

Product Name: Total Access System (Archimedes Project)

Company Name: Synapse Adaptive

Product Category: Input Device

Product Description: Synapse Adaptive develops cross-platform solutions that address the requirements of people with a variety of computer input accommodation needs. The Total Access System (TAS) is a universal access environment that seamlessly provides people with disabilities continuous speech recognition and other methods of input across all computer platforms and operating systems. These accommodations can be configured to work on all computer platforms including UNIX, PC, NT, Linux, midrange, mainframe and Macintosh computers. Central to the Synapse Total Access System (TAS) technology is the Synapse Total Access Port (TAP) interface. The Synapse TAP's Switch permits a user to address as many as four computers simultaneously, even if they operate on different platforms. Synapse TAS facilitates speech input without modification of the target computer, without affecting its performance, configuration, or security. Network compliant, the Synapse TAS collaborates and integrates all input modalities - continuous speech recognition, keyboard, mouse, head-tracking, eye-tracking, foot and single switches with the same level of compatibility and flexibility.

Cost: Up to Approximately \$10,000+

Type of Disability Addressed: cross-disability

Government Role: Department of Commerce

Demonstration Description: Universal Access demonstration controlling a target workstation using continuous speech recognition and headtracking technology without modification of the target workstation. Control any computer with any input device. Provides the ultimate universal access solution within the workplace for individuals with disabilities.

Contact Information:

Martin Tibor
President and CEO
Synapse Adaptive
3095 Kerner Blvd.
Suite S
San Rafael, CA 94901
888.285.9988
FAX 415.455.9801
www.synapseadaptive.com
www.unixspeech.com

info@synapseadaptive.com

To Be Invited:

Martin Tibor
President and CEO, Synapse Adaptive

Display Logistics:

Location: Exhibit Tent Office

Amount of Space: space for desktop PC

Type of Surface Needed: table-top

Set-up Time: 1 Hr

Staff Needed for Set-up: 2

Staff Needed for Demo: 2

Take-down time: 1 Hr

Miscellaneous: In partnership with Neil Scott – new universal access can speak to more than one platform with either voice input or eye gaze

E.1**Product Name:** BrailleNote**Company Name:** HumanWare, Inc.**Product Category:** Computer Hardware

Product Description: BrailleNote is a two-pound portable device that provides breakthrough technology for personal note-taker users, offering global accessibility and connectivity never before available. The goal of BrailleNote is to provide an environment in which users can be every bit as productive as sighted people, without restricting the user's ability to share files with standard Windows applications. Based on the Microsoft Windows CE operating system, the BrailleNote combines a Windows-CE based suite of personal applications like word processing, email, a daily planner, a scheduler and a phone directory with a relational database that can interface with mainstream computing. With the friendly e-mail package and internal modem, one can send and receive messages in a flash. Since it is fully compatible with Windows, users can share Microsoft Word files and keep the format intact. BrailleNote's unique calendar and scheduler, address-list manager, and scientific calculator not only offer powerful individual applications, but allow the user to merge data from one application to another or with its word processor.

Cost: \$34 to \$50**Type of Disability Addressed:** Visually impaired**Government Role:** none**Demonstration Description:** On-site sampling of device and software applications.**Contact Information:**

Bobbie Brown
FAX 916-652-7296

To Be Invited:

Jim Halliday
President and CEO
Human Ware Inc.
955 Pembroke Road
Cleveland Heights, OH 44121
(800) 722-3393
916-652-1412
FAX 916-652-7296

<http://www.humanware.com>

Display Logistics:

Location: Exhibit Tent Home

Amount of Space: 5 foot table

Type of Surface Needed: table-top

Set-up Time: 30 minutes to an hour

Staff Needed for Set-up: 1 person

Type and Amount of Power Needed: standard AC outlet

Communications Requirements: projector and screen (?)

Staff Needed for Demo: 1-2

Take-down time: 30 minutes

E.2

Product Name: TouchSense

Company Name: Immersion Corp.

Product Category: Computer Hardware

Product Description: TouchSense allows people to experience the sense of touch while interfacing with a PC -- a sense that has been missing from computing until now. This makes the Internet more accessible to the 6.5 million visually impaired Americans who have encountered barriers while navigating the Internet. Through these joint technologies, a person who is visually impaired is able to navigate the computer environment by "feeling" buttons, menus, and icons, while being guided simultaneously by voice commands.

Cost: \$100

Type of Disability Addressed: Cross-Disability

Government Role: Air Force SBIR, NSF, Department of Defense

Demonstration Description:

Contact Information:

Jennifer Saffo
VP for Marketing
408-350-8709
FAX 408-467-1901

To Be Invited:

Lewis Rosenberg
President and CEO
Immersion Corp.
801 Fox Lane
San Jose, CA 95131
408-467-1900, x238

Display Logistics:

Location: Exhibit Tent Home
Amount of Space: Computer station with two chairs
Type of Surface Needed:
Set-up Time: 30 minutes
Staff Needed for Set-up: 2

Type and Amount of Power Needed: Standard 20A outlet

Communications Requirements: analog line

Staff Needed for Demo: 2

Take-down time: 30 minutes

E.3**Product Name:** GPS-Talk**Company Name:** Sendero**Product Category:** Computer Hardware

Product Description: Sendero GPS-Talk is the first fully accessible GPS information system for persons who are blind or visually impaired. GPS-Talk is designed for the blind traveler to access street and point of interest information while in a personal car, taxi, bus, train or motor home. Instead of relying on a sighted driver for information about your surroundings, Sendero GPS-Talk gives you independent access to information about nearby streets, addresses, cities and hundreds of thousands of points of interest. GPS-Talk consists of a specially designed talking user interface, digital maps, a GPS antenna and a talking notebook computer. You can use your own computer or purchase one recommended by a Sendero dealer. GPS-Talk is well-suited for use in a vehicle, or, for pedestrian use when configured in a proper carrying case. GPS-Talk software includes Atlas talking map software. It has all the functionality of Atlas plus the benefit of GPS location information.

Atlas is a talking digital map consisting of most addresses and street intersections, nation wide, with a specially designed user interface to navigate and describe this map data verbally using right/left, front/back, the clock face, compass or 360 degree headings. Arrow keys are used to navigate around the map while a speech synthesizer announces as much or little information as the user wants to hear.

The size of the GPS-Talk is simply the size of your notebook computer plus a small GPS antenna/receiver. The antenna plugs into the serial or PCMCIA port of your notebook.

Cost:**Type of Disability Addressed:** Blind/Visually-impaired**Government Role:** Department of Defense**Demonstration Description:****Contact Information:**

Michael G. May
President
Sendero Group LLC
1118 Maple Lane
Davis, CA 95616
530-757-6800

FAX 530-757-6800

<http://www.senderogroup.com/>

To Be Invited:

Michael G. May
President, Sendero Group

Display Logistics:

Location: Outside Tents

Amount of Space:

Type of Surface Needed:

Set-up Time:

Staff Needed for Set-up:

Type and Amount of Power Needed:

Communications Requirements:

Staff Needed for Demo:

Take-down time:

Miscellaneous:

E.7

Product Name: Pronto/Galileo Reading Machines

Company Name: SensAbility, Inc.

Product Category: Community Technology

Product Description: a reading machine that is designed for the widest possible user base. The Pronto works much like a copier machine; place the text on the glass, press start and Pronto begins to read aloud.

Cost: \$2000 or less

Type of Disability Addressed: Blind, Visually-Impaired

Government Role:

Demonstration Description:

Contact Information:

Ed Vitu
President
SensAbility, Inc.
299-B Peterson Road
Liberty, IL 60048
(888) 669-7323
FAX 847-367-4003
www.sensability.com

Display Logistics:

Location: Exhibit Tent Office
Amount of Space: 1 table
Type of Surface Needed: table-top
Set-up Time: 30 minutes
Staff Needed for Set-up: 1
Type and Amount of Power Needed: standard outlet
Staff Needed for Demo: 1
Take-down time: 15 minutes
Miscellaneous: serves people with learning disabilities, visual impairments, and dyslexia

F.2

Product Name: Windows Built-In Accessibility Features

Company Name: Microsoft

Product Category: Computer Software

Product Description:

Cost:

Type of Disability Addressed: Cross-Disability

Government Role:

Demonstration Description:

Contact Information:

Ellen Mosner
Government Affairs Manager
425-936-3055

To Be Invited:

Bill Gates
Chairman and Chief Software Architect
Microsoft
1 Microsoft Way
Redmond, WA 98052
425-882-8080

Display Logistics:

Location: Main Tent
Amount of Space: one large accessible computer table and two chairs
Type of Surface Needed:
Set-up Time: 1 Hr.
Staff Needed for Set-up: 4
Type and Amount of Power Needed: one outlet
Communications Requirements: Analog line
Staff Needed for Demo: 4
Take-down time: ½ Hr.

G.1, G.2

Product Name: Wiggle Works, Ultimate Reader

Company Name: CAST (Center for Applied Special Technologies)

Product Category: Learning Technologies

Product Description:

Cost:

Type of Disability Addressed: Children with learning disabilities

Government Role: OSEP/OSERS funding, Department of Defense

Demonstration Description:

Contact Information:

Charles Hitchcock
978-531-8555
FAX 978-531-0192

To Be Invited:

David Rose, PhD
Executive Director
CAST
39 Cross Street
Peabody, MA 01960
978-531-8555

Display Logistics:

Location: Exhibit Tent Home
Amount of Space: Table with two chairs
Type of Surface Needed:
Set-up Time: 60 min.
Staff Needed for Set-up: 2
Type and Amount of Power Needed: Standard outlet
Communications Requirements: analog line
Staff Needed for Demo: 2
Take-down time: 60 min.

G.3

Product Name: Kurzweil 1000 scanning software

Company Name:

Product Category: Computer Software

Product Description: L&H™ Kurzweil 3000 reads scanned or electronic text aloud using human sounding synthetic speech (L&H™ RealSpeak™). Words are highlighted in contrast as they are spoken. This patented auditory and visual presentation of information helps increase reading accuracy, speed and comprehension for struggling readers. A language module provides additional support for people whose first language is not English.

One of the most powerful lessons for a child in the early grades is the thrill of learning -- the energy of art and music, the challenge of numbers, and the infinite possibilities of reading. With L&H™ Kurzweil 3000 reading software, a child struggling to read can share in the magic of reading with full color page scans of any text, adjustable reading speeds, and dual highlighting to engage the student in the reading process. The result is a child that sees reading as a joy, not a chore, and a student empowered with one of the greatest learning tools -- the ability to read well and the desire to read often.

The challenge to excel in the high school years demands a complex mix of discipline, self-esteem, and confidence in one's own abilities. Teenagers face peer pressure, time pressure, and academic pressure, all while struggling with who they are and what they can accomplish. Slow and troubled readers in the high school years can fall behind in academic subjects that require more and more reading, comprehension, analysis, and writing. L&H™ Kurzweil 3000 reading tools help students quicken the pace of their reading, improve comprehension, and develop the confidence to complete...and succeed.

Cost:

Type of Disability Addressed: Learning Disability

Government Role:

Demonstration Description:

Contact Information:

Michael Sokol
President
L&H Kurzweil Educational Systems Group
52 Third Avenue
Burlington, MA 01803

781-203-5022

FAX 781-203-5033

<http://www.lhsl.com/education/>

To Be Invited:

Michael Sokol

President, L&H Kurzweil Educational Systems Group

Display Logistics:

Location: Exhibit Tent Home

Amount of Space:

Type of Surface Needed:

Set-up Time: 1.5 to 2 hours

Staff Needed for Set-up: 2

Type and Amount of Power Needed: Standard AC Power

Staff Needed for Demo: 2

Take-down time: 1 hour

H.1**Product Name:** Aeron Chair**Company Name:** Herman Miller**Product Category:** Ergonomic Equipment

Product Description: The Aeron chair's broad range of seat height adjustment allows its user to choose either the forward-bias or semi-reclined position – or anywhere in between – over the course of a long day and through a variety of tasks. With its two-stage pneumatic lift, the Aeron chair has an unprecedented seat-height range. The patented Kinemat tilt mechanism allows the body to pivot naturally and simultaneously at the ankle, knees, and hips – providing a smooth ride and proper support from forward leaning to reclining postures.

Cost: \$260**Type of Disability Addressed:****Government Role:****Demonstration Description:****Contact Information:**

Jim Mueller
J.L Mueller, Inc.
4717 Walley Knoll Ct.
Chantilly, VA 22021
703-222-5808
FAX 703-378-5079

To Be Invited:

Herman Miller
President
Herman Miller, Inc.
855 East Main Ave
PO Box 302
Zeeland, MI 49464
hermanmiller.com

Display Logistics:**Location:** Exhibit Tent Home

Amount of Space: 3 ft by 3 ft
Type of Surface Needed: floor
Set-up Time: 30 minutes
Staff Needed for Set-up: 1
Type and Amount of Power Needed: N/A
Communications Requirements: N/A
Staff Needed for Demo: 1
Take-down time: 30 minutes

H.2**Product Name:** Levity Workstation**Company Name:** Herman Miller**Product Category:** Ergonomic Workstation

Product Description: Levity furniture is based around a freestanding, interactive tower that supports a monitor, a keyboard tray and documents and input devices. Easily adjustable, Levity puts the user firmly in control while addressing critical ergonomic requirements. The Levity Collection is seen as a new paradigm, an evolution from traditional desks and other less-dynamic work surfaces. It's a product designed especially for people playing to win in today's digital workplace.

Cost: \$2800 to \$3400**Type of Disability Addressed:****Government Role:****Demonstration Description:****Contact Information:**

Jim Mueller
J.L. Mueller, Inc.
4717 Walley Knoll Ct.
Chantilly, VA 22021
703-222-5808

To Be Invited:

Herman Miller
President, Herman Miller Inc.

Display Logistics:

Location: Exhibit Tent Office
Amount of Space: 2 ft by 4 ft
Type of Surface Needed:
Set-up Time: 60 min.
Staff Needed for Set-up: 2
Type and Amount of Power Needed: standard outlet
Staff Needed for Demo: 2
Take-down time: 60 min

POTENTIAL ANNOUNCEMENTS: TECHNOLOGY & PEOPLE WITH DISABILITIES

Research & Development

- 1) Issue a directive to the large research & development agencies (NIH, NSF, DoD) to dedicate a specified amount of 21st Century Fund monies to transfer research activities to assistive technologies for people with disabilities.

Federal Information Technology Accessibility Initiative

- 1) All federal agencies have been asked to:
 - Identify Section 508 coordinators and teams. Ninety coordinators already identified.
 - Two orientations seminars already conducted
 - All day seminar scheduled for Aug 2
 - Two day retreat scheduled for late September
 - Assure top portal Web pages and top 20 Web pages, defined by volume, are accessible no later than July 26th.
- 2) Launched 508 Website www.section508.gov in April. Redesign features scheduled for August 1 and interactive capability scheduled for September. Joint venture with Access Board, GSA & NIDRR.
- 3) Actively conducting 508 education and outreach in public and private sectors, mostly through conference and similar forum presentations.
- 4) Organized a cross-agency Procurement Working Group to design outreach and training programs for procurement officers. With the first session planned for August 29, training will occur in nine major cities around the country.

- 5) Additional training planned for Webmasters, IT developers, human resource officials, procurement officials and program managers.
 - Already conducted eight “How to Make a Webpage Accessible” trainings for 1,200 people
 - Contract for curricula development to be signed July 21
 - State Department training of its 75 webmasters on July 28
- 6) An Industry and User Roundtable will be established to have people with disabilities who use technology and industry representatives work collaboratively to develop industry consensus standards for certifying 508 compliance for products.
- 7) National Electronic & Information Technology Demonstration Center will focus the leading edge electronic and information technology by bringing the efforts of industry, academia, and the research community together in one place.
 - Interagency Agreement between GSA and NIDRR to be in place by July 31
 - Center to be awarded by August 15
- 8) The federal government has been a major sponsor of the World Wide Web Consortium (W3C) Web Accessibility Initiative (WAI) that addresses cross-disability accessibility issues on the web through a broad range of activities. The W3C is primarily an industry consortium with over 420 Member organizations. Through the development of accessibility guidelines, technical reference materials, and a variety of tools, the work supported at WAI has led to extensive accomplishments in Web accessibility.

Other AT/IT Deliverables:

- 1) Establish an Information Technology Technical Assistance and Training Center, funded by NIDRR, to develop curricula and training materials to facilitate the implementation of Section 255 of the Telecommunications Act and Section 508 of the

Rehabilitation Act. Target audiences are electronic and information technology industry, industrial consortia, professional and trade associations, state procurement officers, product designers and engineers, technical writers, human resource personnel, web developers, consumers and marketers. Grant to be awarded in late September.

- 2) Launching a study of the disability community's access to and use of assistive & information technology.
- 3) Launching the Assistive Technology Loan Program in late September. NIDRR will award eight to 10 grants to States to establish or maintain alternative loan financing programs to offer individuals with disabilities attractive options that significantly enhance their ability to purchase assistive technology devices and services.
- 4) Issue a directive on Technology Accessibility Coordination within the federal government (see do 508 Report).
- 5) Issue Guidance on the linkages and responsibilities under Sections 501, 504, and 508 of the Rehabilitation Act. This would be a joint guidance from DoJ, EEOC, OPM and the Access Board.

Possible FCC Actions on 21st:

- 1) Video Description regulations
- 2) Digital Television Closed Captioning regulations
- 3) 711 Relay Information Number Implementation regulations

IT/AT Initiatives still before Congress

- 1) \$13.5 million increase in the NIDRR budget for three technology initiatives which include:

- A \$5 million Educational Technology Initiative that would provide technical assistance and training to elementary and secondary schools regarding accessible information technology, statutory requirements and technology standards, and resources available.
- A \$3.4 million Technology for Independence Initiative that would for employment projects to carry out research, training and technical assistance to enhance employment opportunities for individuals with disabilities through improved access to and use of technology
- \$5.1 million for community independence projects to explore ways to use information and assistive technology to enhance community integration and participation by individuals with disabilities.

The House rejected all three initiatives, while the Senate only rejected the Education Initiative.

2) CAP funding request?

**TECHNOLOGY & PEOPLE WITH DISABILITIES:
Demonstration Products for ADA 10th Anniversary**

Last Updated: July 17, 2000

Contents

I. POWER SUMMARY

II. LOCATION SUMMARY

III. TARGETED DISABILITY SUMMARY

IV. GOVERNMENT ROLE SUMMARY

V. PRODUCT OVERVIEWS

A. COMMUNITY TECHNOLOGY

- A.1 Smithsonian Exhibit Interactive Kiosk
- A.2 Information (Voting) Kiosk*
- A.4 Virtual Golf*
- A.5 Universal Access Copier System*
- A.6 Digital Talking Book
- A.7 Video Description & Closed Captioning

B. MOBILITY DEVICES

- B.4 J&J IBOT 3000*
- B.5 VW Lift-Equipped Van*
- B.6 Leg Brace
- B.7 Ready Racer

C. COMMUNICATION DEVICES

- C.2 "Talking Signs"*
- C.5 "POTS on a Pole"
- C.6 WyndTell Pager*
- C.7 T-Coil Loop

D. INPUT DEVICES

- D.1 Eyegaze System*
- D.3 Cyberlink Interface*
- D.5 Sun Environmental Control Unit
- D.7 Total Access System (Archimedes Project)

E. COMPUTER HARDWARE

- E.1 BrailleNote*
- E.2 TouchSense*
- E.3 GPS-Talk
- E.7 Pronto/Galileo Reading Machines*

F. COMPUTER SOFTWARE

- F.2 Microsoft Windows Accessibility Features*

G. LEARNING TECHNOLOGIES

- G.1 Wiggle Works
- G.2 Ultimate Reader
- G.3 Kurzweil 3000*

H. ERGONOMIC TECHNOLOGY

- H.1 Aeron Chair
- H.2 Levity Workstation

* Have additional background information

I. Power Summary

No.	Product Name	Power	Telephone
A.1	Smithsonian Interactive Kiosk	2 - 110v, gr	--
A.2	Voting Kiosk	1 - 110v	1 analog line
A.4	Virtual Golf*	Batteries	--
A.5	Universal Access Copier	1 - 110v	--
A.6	Digital Talking Book	2 - 110v, gr	--
A.7	Video Description	3 - 110v	--
B.4	IBOT 3000	Batteries	--
B.5	VW Adapted Vehicle	1 - 110v	--
B.6	Leg Brace	--	--
B.7	Ready Racer	--	--
C.2	"Talking Signs"	Batteries	--
C.5	"POTS on a Pole"	1 - 110v	2 analog lines
C.6	WyndTell Pager	1 - 110v	1 analog line
C.7	T-Coil Loop		
D.1	Eyegaze System	1 - 110v	1 analog line
D.3	Cyberlink	1 - 110v	--
D.5	Sun Microsystems ECU	--	--
D.7	Total Access System	2 - 110v	1 analog line
E.1	BrailleNote	1 - 110v	--
E.2	TouchSense	1 - 110v	1 analog line
E.3	GPS-Talk	--	--
E.7	Pronto Reading Machine	1 - 110v	--
F.2	Windows Accessibility Features	1 - 110v	1 analog line
G.1	Wiggle Works	1 - 110v	1 analog line
G.2	Ultimate Reader	1 - 110v	1 analog line
G.3	Kurzweil 3000	1 - 110v	--
H.1	Aeron Ergonomic Workstation	--	--
H.2	Levity Ergonomic Workstation	1 - 110v	--

II. Location Summary

No.	Product Name	Location
C.2	"Talking Signs"	All Areas
A.6	Digital Talking Book	Exhibit Tent Home
A.7	Video Description	Exhibit Tent Home
B.6	Leg Brace	Exhibit Tent Home
B.7	Ready Racer	Exhibit Tent Home
C.5	"POTS on a Pole"	Exhibit Tent Home
C.6	WyndTell Pager	Exhibit Tent Home
C.7	T-Coil Loop	Exhibit Tent Home
D.5	Sun Microsystems ECU	Exhibit Tent Home
E.1	BrailleNote	Exhibit Tent Home
E.2	TouchSense	Exhibit Tent Home
G.1	Wiggle Works	Exhibit Tent Home
G.2	Ultimate Reader	Exhibit Tent Home
G.3	Kurzweil 3000	Exhibit Tent Home
H.1	Levity Ergonomic Workstation	Exhibit Tent Home
A.5	Universal Access Copier	Exhibit Tent Office
D.1	Eyegaze System	Exhibit Tent Office
D.3	Cyberlink	Exhibit Tent Office
D.7	Total Access System	Exhibit Tent Office
E.7	Pronto Reading Machine	Exhibit Tent Office
H.2	Aeron Ergonomic Chair	Exhibit Tent Office
A.1	Smithsonian Interactive Kiosk	Main Tent
A.2	Voting Kiosk	Main Tent
A.4	Virtual Golf*	Main Tent
F.2	Windows Accessibility Features	Main Tent
B.4	IBOT 3000	Outside Tents
B.5	VW Adapted Vehicle	Outside Tents
E.3	GPS-Talk	Outside Tents

III. Targeted Disability Summary

No.	Product Name	Location
H.1	Levity Ergonomic Workstation	--
H.2	Aeron Ergonomic Chair	--
C.2	"Talking Signs"	Blind, Visually-Impaired
E.1	BrailleNote	Blind, Visually-Impaired
E.3	GPS-Talk	Blind, Visually-Impaired
E.7	Pronto Reading Machine	Blind, Visually-Impaired
A.1	Smithsonian Interactive Kiosk	Cross-Disability
A.2	Voting Kiosk	Cross-Disability
A.5	Universal Access Copier	Cross-Disability
A.6	Digital Talking Book	Cross-Disability
C.5	"POTS on a Pole"	Cross-Disability
D.5	Sun Microsystems ECU	Cross-Disability
D.7	Total Access System	Cross-Disability
E.2	TouchSense	Cross-Disability
F.2	Windows Accessibility Features	Cross-Disability
C.6	WyndTell Pager	Deaf, Hard-of-Hearing
C.7	T-Coil Loop	Hard-of-Hearing
A.7	Video Description	Deaf, HOH, Blind, VI
G.1	Wiggle Works	Learning Disability
G.2	Ultimate Reader	Learning Disability
G.3	Kurzweil 3000	Learning Disability
A.4	Virtual Golf*	Physical Disability
B.4	IBOT 3000	Physical Disability
B.5	VW Adapted Vehicle	Physical Disability
B.6	Leg Brace	Physical Disability
B.7	Ready Racer	Physical Disability
D.1	Eyegaze System	Physical Disability
D.3	Cyberlink	Physical Disability

IV. Government Role Summary

No.	Product Name	Government Support
A.4	Virtual Golf*	--
A.5	Universal Access Copier	--
B.4	IBOT 3000	--
B.5	VW Adapted Vehicle	--
B.7	Ready Racer	--
C.6	WyndTell Pager	--
C.7	T-Coil Loop	--
D.5	Sun Microsystems ECU	--
E.1	BrailleNote	--
E.7	Pronto Reading Machine	--
F.2	Windows Accessibility Features	--
G.3	Kurzweil 3000	--
H.1	Levity Ergonomic Workstation	--
H.2	Aeron Ergonomic Chair	--
D.7	Total Access System	Commerce
D.1	Eyegaze System	Defense
D.3	Cyberlink	Defense
E.2	TouchSense	Defense
E.3	GPS-Talk	Defense
A.1	Smithsonian Interactive Kiosk	Education
A.2	Voting Kiosk	Education
C.2	"Talking Signs"	Education
C.5	"POTS on a Pole"	Education
G.1	Wiggle Works	Education
G.2	Ultimate Reader	Education
A.6	Digital Talking Book	Library of Congress
B.6	Leg Brace	NASA
A.7	Video Description	PBS

THE WHITE HOUSE Office of the Vice President

For Immediate Release
June 5, 1997

VICE PRESIDENT ANNOUNCES WELFARE-TO-WORK COMMITMENTS OF DEPARTMENTS, MAJOR AGENCIES

Washington, D.C. -- Vice President Al Gore today (6/5) announced the commitment of each Cabinet department and major agency to hire specific numbers of welfare recipients over the next four years.

The commitments, outlined in the Vice President's new pamphlet -- Federal Welfare-To-Work Commitments, A Report to President Bill Clinton -- will ensure that the Federal Government meets the President's goal of hiring 10,000 welfare recipients over the next four years.

All employers, including the federal government, have a role to play in moving people from welfare to work, the Vice President said. The report which I am releasing today demonstrates how the Federal government will do its fair share and lead by example.

The report stresses four elements necessary for any organization to succeed in hiring and retaining welfare recipients.

A leadership commitment tailored to the mission and culture of the organization. Energy Secretary Frederico Pena, for example, is holding a one-day workshop of his department's managers. Defense Secretary William Cohen has committed to hire 1,600 welfare recipients and will send a personal request to individual leaders in the contractor community.

Recruitment strategies that target the right person for the right job. Agencies will send job announcements to social service offices, private industry councils, and one-stop career centers. Interior Secretary Bruce Babbitt will build on the success of current programs like the Youth Conservation Corps and the recruitment strategies of the Bureau of Indian Affairs, and he has outlined a recruitment process that identifies eight work categories and associated skills needed for them.

Retention policies like supervisory training, mentoring, child care and transportation support. Labor Secretary Alexis Herman has created a free resource guide and training packages for those hiring welfare recipients and has offered to provide technical assistance in the field. This training was developed by studying the best practices of the most successful welfare-to-work programs in the country.

A commitment to leverage hiring with partners in the public and private sectors. Transportation Secretary Rodney Slater is encouraging private sector transportation employers to make a commitment to hire welfare recipients.

On May 29, the Vice President announced the creation of a Welfare-to-Work Coalition to Sustain Success that will help welfare recipients keep the jobs they find. Studies have shown that large numbers of welfare recipients lost the jobs they get within 12 to 16 months. Working with federal and state offices, private organizations, and business, members of the coalition will identify available resources and provide support that new workers need most to retain jobs -- mentoring, advice, and other support.

Copies of the report are available by calling the National Performance Review at (202) 632-0150 or on the website (w2w.fed.gov).

Welfare to Work Cabinet Meeting
The White House, Cabinet Room
1:30 p.m.-2:30 p.m.
April 10, 1997

Announcement

Today, President Clinton holds the first full cabinet meeting of his second term to receive responses to his March 8, 1997 directive asking all Federal agencies to develop plans to hire welfare recipients. All of the Cabinet agencies, as well as over 100 non-Cabinet agencies and departments, have submitted hiring plans to the President through the Office of the Vice President. To date, the Cabinet agencies estimate they can directly hire into the Federal government 8,000 welfare recipients during the first two years of this program. And some agencies have already committed to hiring at least 2,000 more over the next two years bringing the initial total to 10,000. Further, most agencies will be encouraging their grantees and contractors to hire welfare recipients.

The President is also releasing today new data showing that welfare caseloads have declined by 2,755,000 or 20 percent during his first term and he is announcing plans to meet in May with a large group of corporate CEOs to discuss their specific commitments to make the welfare reform effort a success.

Background

On March 8, 1997, President Clinton directed each head of a Federal agency or department to use all available hiring authorities to hire and retain welfare recipients in jobs in the government. The President called for agencies to prepare individualized plans for hiring and retaining welfare recipients.

Each head of a Federal agency or department was asked to assess its hiring capacity and to develop a hiring and job retention plan suited to that particular agency's workforce, resources, and needs. All Cabinet agencies and over 100 non-Cabinet agencies and departments have responded.

Since signing the historic welfare reform law, the President has urged businesses, non-profit organizations, and religious groups across the nation to help make its promise of opportunity real by offering jobs to welfare recipients. In today holding a special Cabinet meeting to discuss the hiring plans of all agencies, the President helps to ensure that the federal government, 'as the nation's largest employer, does its fair share to move welfare recipients to work.

Making Welfare Reform Work

The Federal government hiring effort is only one piece of President Clinton's larger strategy to make welfare reform a reality. First, the President is visiting state legislatures to share the country's best welfare to work practices and to encourage every state to rise to the challenge he has laid out to them. Second, the President has enlisted key members of the business community in his effort, soliciting pledges of help from major CEOs and working to build a larger network of business people who will hire welfare recipients. Third, he continues to reach out to nonprofits and the faith community, similarly urging them to meet his challenge and offering them information and expertise on how to do so. Finally, the President has included \$3.6 billion in his FY 1998 budget for several welfare to work initiatives including tax credits and other incentives for businesses that hire people off welfare; incentives for states and communities to create more jobs for welfare recipients; and transportation and child care to help people go to work.

WELFARE TO WORK: FEDERAL GOVERNMENT COMMITMENTS

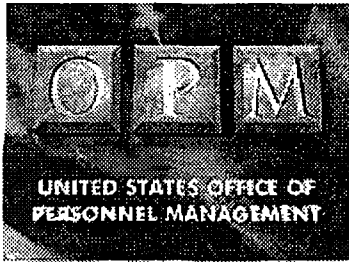
BY AGENCY

April 10, 1997

Agency	Total Number of Potential Hires (FY97-00)	FY97	FY98	FY99	FY00	Total Federal Civilian Employment
USDA	450	100	175	175	TBD	96,741
Commerce	4,180	180	4,000	TBD	TBD	34,228
Defense	1,605	248	505	505	347	769,784
Education	21	21	TBD	TBD	TBD	4,496
Energy	55	0	55	TBD	TBD	17,494
EOP	6	6	TBD	TBD	TBD	1,513
EPA	120	60	30	15	15	17,157
FEMA	125	20	35	35	35	5,044
GSA	121	65	35	15	6	14,435
HHS	300	50	100	TBD	TBD	58,427
HUD	200	50	50	50	50	11,242
Interior	325	50	75	90	110	64,840
Justice	450	100	175	175	TBD	111,535
Labor	120	50	70	TBD	TBD	15,116
NASA	40	0	22	6	12	20,440
OPM	25	25	TBD	TBD	TBD	3,344
SBA	120	30	30	30	30	4,513
SSA	600	150	150	150	150	66,177
State	220	55	55	55	55	23,982
Transportation	206	102	107	TBD	TBD	62,642
Treasury	405	200	205	TBD	TBD	151,176
VA	800	400	400	TBD	TBD	244,857
TOTAL	10,494	1,962	6,274	1,301	810	1,799,183

4,000

2,274



U.S. Office of Personnel Management

Welfare-to-Work

- [An Open Letter to Employers from OPM Director Janice R. Lachance — Welfare-to-Work Works! \(8/10/99\)](#)

Background

- [Introduction](#)
- [President's Memorandum to Departments and Agencies \(3/8/97\)](#)
- [President's Radio Address to the Nation \(3/9/97\)](#)
- [Remarks to the National Partnership Council by the National Performance Review Project Director \(3/21/97\)](#)
- [Second Annual Report to the President on the Federal Welfare-to-Work Hiring Initiative \(8/2/99\)](#)
- [Vice President's Press Release \(8/2/99\)](#)

Office of Personnel Management Guidance

- [Worker-Trainee Program Background](#)
- [Worker-Trainee Program Provisions](#)
- [Competitive Service Appointing Authorities](#)
- [Excepted Service Appointing Authorities](#)
- [Questions and Answers](#)
 - [Questions and Answers -- 9/29/97](#)
 - [Questions and Answers -- 11/5/97](#)
- [New Regulations on Promotions Under TAPER Appointments - 3/31/99](#)
- [Reporting Requirements](#)
 - [Instructions \(May 1, 1997 Memo to Directors of Personnel\) -- 72K PDF File](#)
 - [Reporting Form \(OPM Form 1635, Welfare to Work Program\) -- 43K PDF File](#)
- [Sample Vacancy Announcement](#)

Welfare to Work Hiring Statistics

INTRODUCTION

In his March 8, 1997 memorandum, President Clinton reiterated his commitment to providing employment opportunities to welfare recipients and directed the heads of the federal government's executive departments and agencies to lead by example and move people off the welfare rolls into federal jobs using available hiring authorities. The President asked Vice President Gore to oversee this effort.

The Office of Personnel Management Welfare to Work web pages provide guidance regarding hiring authorities available for use in the efforts of Executive Departments and Agencies to provide employment opportunities for welfare recipients.

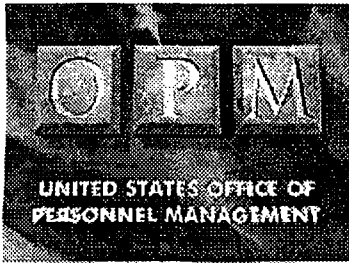
In his March 8, 1997, memorandum, President Clinton identified the Worker-Trainee Program as an option agencies can use to hire people off the welfare rolls. To provide you with updated information on this program, we have included a description of the program's background as well as specifics relating to current appointment provisions.

In addition to the Worker-Trainee Program, federal agencies have many additional hiring options to consider. Among them are permanent, temporary and term appointments in the competitive service, as well as numerous excepted service authorities. These excepted service authorities include many that are agency-specific, and a number that are government-wide authorities. These web pages describe the government-wide authorities most likely to be used for the Welfare to Work program. In addition to the Worker-Trainee Program, there may be a number of welfare recipients who qualify for the appointment options requiring additional experience, education and/or military service.

We will be happy to assist agencies in developing your recruitment strategies. Call the Staffing Reinvention Office at 202-606-0830 or send an email inquiry to w2w@opm.gov.

-
- To White House Welfare Reform Information Page
 - To National Partnership for Reinventing Government Welfare to Work Page
 - To Department of Labor
 - To Federal Executive Board Welfare to Work Activities
 - To Federal Agency Welfare to Work Plans
 - To Office of Personnel Management Welfare to Work Plan
 - To Office of Personnel Management Home Page
-

Updated 3 September 1999



U.S. Office of Personnel Management

Welfare-to-Work

RADIO ADDRESS OF THE PRESIDENT TO THE NATION

The Oval Office

March 9, 1997
10:06 A.M. EST

THE PRESIDENT: Good morning. This week we learned that America's economy continues to grow, steady and strong, creating almost 600,000 new jobs in the first two months of this year alone, and about 12 million in the last four years. We can make this time one of enormous promise for America, but only if we make sure that all Americans who are willing to work for it have the chance to reap the rewards of our prosperity.

This morning I want to talk to you about what we can do to lift the permanent underclass into a thriving and growing middle class; and to announce new steps the national government will take to move people from welfare to work.

Four years ago, when I became President, I pledged to end welfare as we know it. We worked with states to launch welfare reform experiments to require work. We cracked down on child support enforcement, increasing child support payments by 50 percent. We required teen mothers to stay in school and live at home if they wanted to receive welfare. Today, I'm pleased to report that due to these efforts and our growing economy we've already moved 2.6 million people off the welfare rolls -- a record number.

Last summer, we took the most dramatic step of all when I signed the bipartisan welfare reform legislation that imposed time limits, required work and extended child care and health care so that people can move from welfare to work without hurting their children. The new law ended the old welfare system when we said to those on welfare: responsibility is not an option, it must be a way of life.

Now, all the rest of us have our responsibility, indeed, our moral obligation, to make welfare reform work, to make sure that those who now must work, can work. We must move another 2 million more people off the welfare rolls in the next four years. And, frankly, we must recognize that many of these people will be harder to reach and will need more help than those who moved off the rolls in the past four years.

This cause must engage the energy and the commitment of everyone in our society -- of business, houses of worship, labor unions, universities, civic organizations, as well as government at every level. Above all, we must harness the private sector to bring jobs and hope to our hardest-pressed neighborhoods. We are working with leaders of American business to help mobilize other businesses to hire people off welfare. My balanced budget plan would give businesses tax incentives to hire people and would give job placement firms a bonus for every person they place from welfare into a job.

States can do more, too. I have called upon every state to use the power that has now been given to them under the new welfare law, to turn welfare checks into private sector paychecks. And the national government must do its part and set an example. Our national government is now the smallest it has been

in three decades -- but it is still the nation's largest employer. We must do our part. So today I am committing a national government action plan to hire people off welfare.

I am formally directing the heads of each agency and department of our federal government to do everything they can to hire people off the welfare rolls into available jobs in government, consistent with the laws already on the books for hiring federal workers. Because this effort is so important, I am asking Vice President Gore, who has led our reinventing government effort and done so much to make our government work better as it costs less, to oversee this endeavor.

I want these agencies to use the Worker-Trainee program, which the government already has in place, to train workers quickly and move them into entry-level jobs. Then if the people do well for three years, they can join the civil service. And I am asking every member of my Cabinet to prepare a detailed plan for hiring welfare recipients -- what jobs they will fill, how they will recruit welfare recipients, how they will make sure these people have the chance to work hard, perform well and, thereby, deserve to keep their jobs. The members of the Cabinet will present these plans to me in one month at a special Cabinet meeting.

The job of moving people from welfare to work as the law requires will not be easy. But we must help them as they help themselves. And we need to help all low income government workers. We need to make sure they take advantage of the Earned Income Tax Credit, the tax cut that already has helped 15 million of our hardest pressed working families. We should give these workers help with transportation to work, and we must help them to find affordable child care.

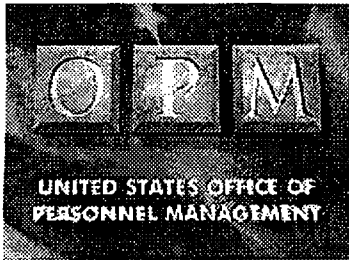
Government can help to move people from welfare to work by acting the way we want all employers to act -- demanding high performance from workers, but going the extra mile to offer opportunity to those who have been on welfare and want to do something more with their lives. If we all do that we can, we can move into the 21st century strong, united and with the America Dream alive for all our people.

Thanks for listening

END

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- To [OPM Welfare to Work Home Page](#)
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Page created 21 March 1997



U.S. Office of Personnel Management

Welfare-to-Work

Bob Stone Speech to National Partnership Council (3/21/97)

**Remarks Prepared for Delivery by Bob Stone to the National Partnership Council
Tysons Corner, Virginia
March 21, 1997**

Thank you. On behalf of the Vice President and the National Performance Review, I want to thank you for this opportunity to be with you today.

Mike Cushing originally asked me to come here to talk about this book, the Blair House Papers. Then, he asked that I also talk about the President's Welfare to Work commitment. I'm glad this meeting is today, because if it were a week later, I'm afraid that Mike would have added another few topics to my list.

Blair House Papers

First, let me talk about the Blair House Papers. It may sound like a murder mystery, or some sort of expose'. Well, it's not. But, it's fascinating reading, nonetheless.

These are our rules of the road for governing in a balanced budget era. It's not a new set of guidelines that we dreamed up. It's a compilation of what we've seen work over the first four years of reinvention. It's a collection of what we've heard from managers, front-line employees, and others who are making reinvention happen. It's things like: focusing on customer service ... fostering partnerships and seeking community solutions to reach our goals ... and reinventing to be able to do more with less.

We put a lot of big ideas into a small book, so that government leaders can carry them around in their coat pocket. And, we started by teaching the managers at the very top what lessons we've learned from the front lines of a government that's working better and costing less. In January, Vice President Gore presented these papers to the Cabinet in a retreat at Blair House. Now you know where we got the name. He and the President stressed the importance of reinvention to the Cabinet, and the role that partnerships have to play in making it happen.

Since that meeting, we've been working to get this book into the hands of as many people as we can. I hope that each of you will take one with you when you leave. There may be a lot of things that sound familiar. If you see that we've highlighted something that you did, take pride in it -- and keep doing it. If you don't, take a look at how you can use these principles to further reinvention in your agency.

If all of government adopts the types of principles that we've outlined in the Blair House papers -- ideas that were given to us by federal workers -- we will have a government that works better and costs less. And, it will be a government that is responsive, flexible, productive, and innovative. That brings me to my second topic, welfare to work.

Welfare Reform

As I'm sure you know, the President made a commitment back in 1992 to end welfare as we know it. In his first term, there was an unprecedented effort to make good on that promise. Forty-seven states were given waivers from the rules so that they could tailor their programs to best address the needs of their citizens. As a result, more than two and a half million people were able to get off the welfare rolls.

This reform was capped by the enactment of the welfare reform legislation last summer. But, the President has made it very clear: the reform didn't end there. As President Clinton has said, "we said to those on welfare: responsibility is not an option ... it must be a way of life."

The responsibility for reforming welfare also falls to people who can do something very specific about it, by giving welfare recipients the thing they most need: a job. Since signing the bill last summer, the President has made that case over and over to private sector employers. Virtually everywhere he goes, he has challenged them to be a part of this reform.

Five major corporations have signed up to spearhead the effort: Sprint, Monsanto, United Airlines, United Parcel Service, and Burger King.

Working with their colleagues in the private sector, these five companies are going to lead the effort to help the 2 million people that will go off the welfare rolls in the next four years move on to a new way of life.

The President's budget proposes to work with the private sector to help this effort. It offers tax incentives to hire people off welfare, and gives placement firms some extra motivation to match welfare recipients to jobs. Of course, one of the best ways to create an environment conducive to hiring welfare recipients is to keep the economy going strong. That is also an important part of the President's plan.

Two weeks ago, he announced another important element of his plan. Just as he is asking private sector employers to help, he's called on the federal government to do its share. Not through massive new programs, but in its capacity as an employer.

Clearly, federal executives, managers, employees, and their elected representatives are an important part of this aspect of the President's welfare-to-work program. Time and time again, the President has turned to Vice President Gore to take on tough challenges, and heading up this effort is the latest example. In turn, the Vice President has turned to federal workers to be a part of the solution. In part, that's how the National Partnership Council came to exist. This is the forum where we hope to build consensus around tough issues.

And, it's through this Council, and through those within each of the agencies, that we want to build a consensus on how to make the federal government a responsible employer helping move people from welfare to work.

Throughout his reinventing government work, the Vice President has taught us an important lesson: that the people on the front lines know a lot about whatever problem we're facing. Over the last two weeks, we've talked to a lot of people on the front lines. Many of them are very excited about it; excited or not, most are ready to step up to the challenge of helping deal with one of our most pressing problems. And, they see this as an opportunity to get more work done.

They've told us some things that they need to make the President's commitment a reality; things like flexibility from FTE ceilings. I'm happy to report that OMB has already done its part, and stated that FTE limitations will not constrain agencies from meeting the President's goal. Now, individual agencies have to do the same with regard to any internal limits that they impose. If a manager has money and a job that needs doing, he ought to be able to hire people, unconstrained by previously established job descriptions or vacancy announcements.

We've given this input to the President's Management Council, and will work to make sure that agencies are given the flexibilities that they need. The President has set a goal of getting 2 million people off of welfare rolls in the next four years. Even as we continue to downsize, the federal government is still hiring people to perform important tasks.

The President and Vice President are asking agencies to incorporate people coming off of the welfare rolls into their hiring plans. They've asked for plans on implementing this challenge by April 7.

Through the National Performance Review, the Vice President is going to coordinate and assist. As part of that effort, we've just put up a new website on the Internet, where federal agencies can share information, get answers, and have a dialog with state and local governments about what works and what doesn't.

You can find this website at: "www.welfaretowork.fed.gov"

You know, a few years ago, I was fighting giving up my old Smith-Corona typewriter. Now, I'm giving out websites on the Internet. Talk about reinvention!

Conclusion

Welfare reform is a priority for the nation, and for the President and Vice President. True welfare reform won't be realized until people who need jobs get them. We have a unique opportunity and ability to make that happen. And, I think that the lessons that we've learned in reinventing government, as outlined in this little book, can go a long way in helping us get the job done.

Thank you for all that you do, and for all that you're yet to do. And, now, I'd be happy to take any questions that you might have.

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- [To OPM Welfare to Work Home Page](#)
-

Page created 24 March 1997

Welfare-to-Work

Commitments and Hires through July 22, 1999
as Reported by the U.S. Office of Personnel Management

Agency	Total Commitment Thru 2000	Hires Reported Thru July 22	% of Total Year 2000 Commitment Hired since 3/8/97
Commodity Futures Trading Commission	--	3	--
Department of Agriculture	375	559	149 %
Department of Commerce	4,180	4,943	118 %
Department of Defense	1,600	2,634	165 %
Department of Education	21	26	124 %
Department of Energy	55	73	133 %
Department of Health & Human Services	300	362	121 %
Department of Housing & Urban Development	200	142	71 %
Department of the Interior	325	246	76 %
Department of Justice	450	305	68 %
Department of Labor	120	161	134 %
Department of State	220	56	25 %
Department of Transportation	400	290	73 %
Department of the Treasury	405	1,870	462 %
Department of Veterans Affairs	800	1,380	173 %
Environmental Protection Agency	120	85	71 %
Equal Employment Opportunity Commission	--	9	--
Executive Office of the President	6	8	133 %
Federal Emergency Management Agency	125	69	55 %
General Services Administration	121	102	84 %
National Aeronautics & Space Administration	40	32	80 %
National Archives & Records Administration	--	32	--
National Credit Union Administration	--	5	--

National Endowment for the Humanities	--	1	--
National Labor Relations Board	--	1	--
Office of Government Ethics	--	1	--
Office of Personnel Management	25	58	232%
Railroad Retirement Board	--	1	--
Securities & Exchange Commission	10	12	120%
Small Business Administration	120	61	51%
Social Security Administration	600	463	77%
U.S. Information Agency	20	27	135%
U.S. Nuclear Regulatory Commission	--	1	--
TOTAL	10,638	14,028	132%

- To [Top of Page](#) ↑↑
- To [Vice President's Press Release](#)
- To [Federal Workforce Information Page](#)
- To [OPM Home Page](#)
- To [OPM Web Site Index](#)

Questions or feedback regarding the contents of this page should be sent owi@opm.gov.

Last Updated: 1/10/0

United States
Office of
Personnel Management



Wednesday July 19th, 2000

Welfare-to-Work Hiring Statistics

The U.S. Office of Personnel Management offers guidance to Federal agencies participating in the Welfare-to-Work program. We also track the number of welfare recipients that have been hired by Executive Branch agencies. The tables below show the latest available data.

Welfare-to-Work Commitments and Hires

[HTML](#)

[PDF Format](#)

[WP 5.1](#)

To

[PDF HELP](#)

- [Top of Page](#) ↑
- [OPM Welfare-to-Work Page](#)
- [White House Welfare Reform Information Page](#)
- [NPR Welfare-to-Work Page](#)
- [Federal Employment Statistics](#)
- [Personnel Recordkeeping & Reporting Instructions](#)
- [OPM Web Site Index](#)
- [OPM Home Page](#)

Questions or feedback regarding the contents of this page should be forwarded to owi@opm.gov.

Last Updated: 07/10/00 14:33:31

Welfare-to-Work
Commitments and Hires through May 22, 2000
As Reported by the U.S. Office of Personnel Management

Agency	Total Commitment through 2000	Hires Reported through May 22	% of Total Year 2000 Commitment Hired since 3/8/97
Commodity Futures Trading Commission	--	3	--
Department of Agriculture	375	644	172%
Department of Commerce	4,180	29,988	717%
Department of Defense	1,600	3,626	227%
Department of Education	21	27	129%
Department of Energy	55	79	144%
Department of Health & Human Services	300	438	146%
Department of Housing & Urban Development	200	202	101%
Department of the Interior	325	296	91%
Department of Justice	450	369	82%
Department of Labor	120	167	139%
Department of State	220	94	43%
Department of Transportation	400	375	94%
Department of the Treasury	405	2,503	618%
Department of Veterans Affairs	800	1,488	186%
Environmental Protection Agency	120	100	83%
Equal Employment Opportunity Commission	--	9	--
Executive Office of the President	6	11	183%
Federal Emergency Management Agency	125	79	63%
General Services Administration	121	110	91%
National Aeronautics & Space Administration	40	40	100%
National Archives & Records Administration	--	37	--
National Credit Union Administration	--	6	--
National Endowment for the Humanities	--	1	--
National Labor Relations Board	--	1	--
Office of Government Ethics	--	2	--
Office of Personnel Management	25	72	288%
Railroad Retirement Board	--	1	--
Securities & Exchange Commission	10	13	130%
Small Business Administration	120	62	52%
Social Security Administration	600	599	100%
U.S. Information Agency	20	27	135%
U.S. Nuclear Regulatory Commission	--	1	--
TOTAL	10,638	41,470	390%

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Federal Welfare to Work
Commitments - A Report to
President Bill Clinton

50 pgs



FEDERAL WELFARE-TO-WORK COMMITMENTS

A Report to
PRESIDENT BILL CLINTON

by
VICE PRESIDENT AL GORE



1997

Dated 7/19/00

DRAFT

MEMO FROM DIRECTOR LACHANCE TO HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Executive Order on Increasing the Number of Individuals with Disabilities Employed in the Federal Government

Today, the President issued an Executive Order to increase the representation of individuals with disabilities employed at all levels and occupations in the Federal Government. As the President stated, if we are to continue to prosper as a nation, we must tap into the skills and talents of the members of our diverse American society, including individuals with disabilities. Therefore, it is imperative that we knock down the employment barriers that these candidates encounter when seeking a job with the Federal Government. This Order is designed to focus attention on the need to hire and advance qualified individuals with disabilities within the Federal Government, and establishes a goal of – making 100,000 new hires of individuals with disabilities within the next five years.

All employees with disabilities hired after October 1, 2000 will count towards the goal, irrespective of work schedule, tenure and/or pay plan. For the purposes of this initiative, an employee is considered disabled if he/she has a physical or mental impairment that substantially limits one or more major life activities. The hiring goal set by this Order supplements the Equal Employment Opportunity Commission's Management Directive ("MD") 713, but does not replace it. MD 713 remains in effect, and agencies must still comply with its provisions.

The President's Executive Order calls on each agency to prepare a plan to increase the number of individuals with disabilities they employ and submit it to the Office of Personnel Management within 60 days from the date of the Order.

Agencies' plans should have three principal components:

1. A description of how the agency intends to recruit and hire qualified individuals with disabilities, especially targeted disabilities. Include:
 - (a) the five year hiring goal for the department or agency;
 - (b) a compilation of the occupations and grade levels of the positions for which the agency plans to hire, and the number of individuals with disabilities that the agency estimates hiring in each occupation;
 - (c) a description of the agency's strategy for recruiting individuals with disabilities which could include outreach to state vocational rehabilitation programs, state and private employment offices, nonprofit organizations, universities, and other organizations that work with disabled individuals on a regular basis;
2. A description of how the agency will assist individuals with disabilities, once hired, to perform their duties, and to realize their employment potential, including proposals for training, mentoring, and career development; and
3. Strategies to ensure that reasonable accommodation needs are met.

The head of each agency shall submit to the Director, U.S. Office of Personnel Management ("OPM") a plan to increase the number of disabled individuals employed within the agency. Each plan is due to OPM by **September 25, 2000**. In order to insure that the overall goal of 100,00 new hires will be in place by September 25, each agency should submit their five year hiring goal to OPM's Associate Director for Employment by August 25.

OPM will review each agency's plan and will approve the plan if it contains sufficient assurances, procedures, and commitments to provide adequate hiring, placement, and advancement opportunities for individuals with disabilities.

Agencies will also be asked to provide an annual report to OPM, starting in October 2001, describing progress in meeting the objectives set forth in the Order.

OPM will report periodically to the President on the agencies' progress to achieve the government-wide goal to hire 100,000 individuals with disabilities in the next five years.

OPM has developed two publications that may assist agencies in the development of their implementation plans: *“Accessing Opportunity: The Plan for Employment of People with Disabilities in the Federal Government”* and its companion piece, *“People with Disabilities in the Federal Government: An Employment Guide.”* Both publications are available on OPM’s website devoted to disability issues: www.opm.gov/disability.

U.S. DEPARTMENT OF JUSTICE
OFFICE OF LEGAL COUNSEL
WASHINGTON, D.C. 20530

FACSIMILE TRANSMISSION SHEET

DATE: JULY 19, 2000

FROM: *RH* ROSEMARY HART
SENIOR COUNSEL

OFFICE PHONE: 202/514-2027

TO: MAC REED
OFFICE OF MANAGEMENT AND BUDGET
FAX: 395-7294

MICHELLE ARONOWITZ
OFFICE OF THE COUNSEL TO THE PRESIDENT
FAX:

NUMBER OF PAGES: 3 (PLUS COVER SHEET)

Mac and Michelle: Comments on EO concerning employment opportunities for individuals with disabilities. As we have mentioned to you already, we believe that there is a constitutional problem with the President mandating the hiring of 100,000 individuals with disabilities. We believe that the redrafted language, although it still poses litigation risks, is legally defensible.

*Mac- We'll send comments on the
other EO and the two memoranda
later this morning.*

R.

Section 1. Increasing the Number of Hires of Qualified Persons With Disabilities. (a) Recent evidence demonstrates that, throughout the United States, qualified persons with disabilities have been refused employment despite their availability and qualifications, and many qualified persons with disabilities are never made aware of available employment opportunities. Evidence also suggests that increased efforts at outreach, and increased understanding of the reasonable accommodations available for persons with disabilities, will permit persons with disabilities to compete for employment on a more level playing field. Based on current hiring patterns and anticipated increases from expanded outreach efforts and appropriate accommodations, the Federal Government, over the next five years, will be able to hire 100,000 qualified individuals with disabilities. In furtherance of such efforts, federal agencies shall:

DRAFT

7-18-2000

11:00 am

Executive Order

OPPORTUNITY FOR
INCREASING THE NUMBER OF INDIVIDUALS WITH
DISABILITIES EMPLOYED IN THE FEDERAL GOVERNMENT
TO BE

By the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to promote an increase in the opportunities for qualified to be individuals with disabilities employed at all levels and occupations of the Federal Government, and to support the goals articulated in § 501 of the Rehabilitation Act of 1973 as amended, it is hereby ordered as follows:

Federal Employment Opportunities for
Section 1. Increase the Number of Hires of Individuals with Disabilities.

See insert A,
attached.

(a) The Federal Government shall hire 100,000 qualified individuals with disabilities over 5 years into the full range of levels and occupations of the Federal Government. To achieve this goal, all Federal agencies shall:

- (1) use available hiring authorities, consistent with statute, regulation, and prior Executive Orders and Presidential Memoranda;
- (2) expand their outreach efforts, using both traditional and non-traditional methods; and
- (3) increase their efforts to accommodate individuals with disabilities.

(b) As a model employer, the Federal Government will take the lead in educating the public about employment opportunities available for individuals with disabilities.

l.c. (c) This ~~Order~~ does not require agencies to create new positions or to change existing qualification standards for any position.

Sec. 2. Implementation.

Each Federal agency shall prepare a plan to increase the ~~number of~~ ^{opportunities for} individuals with disabilities ^{to be} employed in the agency. Each agency shall submit that plan to OPM within 60 days from the date of this Order.

Sec. 3. Authority to Develop Guidance.

The Office of Personnel Management shall be authorized to develop guidance on the provisions of this Order to increase the ~~number of~~ ^{opportunities for} individuals with disabilities ^{to be} employed in the Federal Government.

Sec. 4. Judicial Review.

1.c. This Order is intended only to improve the internal management of the executive branch and is not intended to, nor does it create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers, its employees, or any person.

THE WHITE HOUSE,

**U.S. DEPARTMENT OF JUSTICE
OFFICE OF LEGAL COUNSEL
WASHINGTON, D.C. 20530**

FACSIMILE TRANSMISSION SHEET

DATE: JULY 19, 2000

FROM: ROSEMARY HART
SENIOR COUNSEL

OFFICE PHONE: 202/514-2027

TO: MAC REED
OFFICE OF MANAGEMENT AND BUDGET
FAX: 395-7294

MICHELLE ARONOWITZ
OFFICE OF THE COUNSEL TO THE PRESIDENT
FAX: 456-2256

NUMBER OF PAGES: 8 (PLUS COVER SHEET)

Mac and Michelle: Comments on "Reasonable Accommodation" EO and the two memoranda concerning individuals with disabilities.

**ANY QUESTIONS, PLEASE CONTACT OUR ADMINISTRATIVE OFFICE ON 514-2067
OFFICE OF LEGAL COUNSEL FACSIMILE MACHINE NUMBER - 514-0563**

Executive Order

DRAFT
7-18-2000
11:00 a.m.

REQUIRING FEDERAL AGENCIES TO ESTABLISH PROCEDURES
TO FACILITATE THE PROVISION OF REASONABLE ACCOMMODATION

By the authority invested in me as President by the Constitution and the laws of the United States of America, and in order to promote a model Federal workplace that grants (1) reasonable accommodations for individuals with disabilities in the application process for Federal employment; (2) reasonable accommodations that enable Federal employees with disabilities to perform the essential functions of a position; and (3) reasonable accommodations that enable Federal employees with disabilities to enjoy equal benefits and privileges of employment as are enjoyed by employees without disabilities, as required by the Rehabilitation Act of 1973, as amended, it is hereby ordered as follows:

Section 1. Establishment of Effective Written Procedures for to Facilitate the Provision of Reasonable Accommodation.

(a) Each Federal agency shall establish effective written procedures for processing requests for reasonable accommodation. The procedures are applicable to all employees with disabilities within the agency who request a reasonable accommodation. The agency may, in its discretion, establish different procedures for different components of ~~its~~ ^{the} agency.

(b) As set forth in *Re-charting the Course: The First Report of the Presidential Task Force on Employment of Adults with Disabilities* (1998), effective written procedures for processing requests for reasonable accommodation should include the following:

- (1) Explain how an employee or job applicant initiates a request for reasonable accommodation, ^{an provide any required} ~~If the agency requires an applicant or employee to complete a~~

~~reasonable accommodation request form; the form must be provided as an attachment to~~
the agency's written procedures;

(2) Specify to whom the request must be submitted and from whom the individual will receive a final decision;

(3) Designate a time period during which reasonable accommodation requests will be granted or denied, absent extenuating circumstances;

(4) Explain the responsibility of the employee or applicant to provide appropriate medical information related to the functional impairment at issue and the requested accommodation;

(5) Explain the agency's right to request relevant supplemental medical information if the information submitted does not clearly explain the nature of the disability ^{or and (or?)} the need for the reasonable accommodation, or does not otherwise clarify how the requested accommodation will assist the employee to perform the essential functions of the job or to enjoy the benefits and privileges of the workplace;

(6) Explain the agency's right to have medical information reviewed by a medical expert of the agency's choosing at the agency's expense;

(7) Provide that reassignment will be considered as a reasonable accommodation if the agency determines that no other reasonable accommodation will permit the employee with a disability to perform the essential functions of his or her current position, ^{and} in the case of reassignment to a lower graded position, ^{give} the agency ~~has~~ the option of providing pay retention because the action is not for personal cause;

(8) Provide that reasonable accommodation denials should be in writing and specify the reasons for denial;

(9) Insure that systems of record keeping track the processing of requests for reasonable accommodation and maintain the confidentiality of medical information received in accordance with applicable law and regulation.

(10) State that employees have the right to file a complaint in the event that their requests for reasonable accommodation are denied.

*Equal Employment
Opportunity Commission*
(EEOC)

Sec. 2. Submission of agency reasonable accommodation procedures to the EEOC.

Within one year, each agency shall submit its procedures to the EEOC for comment.

Each agency shall further submit to the EEOC any modifications to its reasonable accommodation procedures at the time that those modifications are adopted.

Sec. 3. Collective Bargaining Obligations.

In adopting their reasonable accommodation procedures, agencies must honor their obligations to notify their collective bargaining representative(s) and bargain over such procedures to the extent required by law.

Sec. 4. Judicial Review.

This order is intended only to improve the internal management of the executive branch and is not intended to, ^{and not} ~~not~~ create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers, its employees, or any person.

Sec. 5. Implementation.

President's National
The ~~President's~~ Task Force on the Employment of Adults with Disabilities shall be

responsible for developing and implementing guidance to effectuate the provisions of this order.

THE WHITE HOUSE,

DRAFT

7-18-2000

11:00 a.m.

MEMORANDUM FOR THE HEADS OF ALL EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Employing People with Significant Disabilities to Fill Federal Agency Jobs That Can Be Performed at Alternate Work Sites, Including the Home

enables (2)
Cutting edge telecommunications technology has recently made it possible for customer service "call/contact" centers to transmit voice and data to employees who are located at work sites other than the call/contact centers, employers' headquarters, or other centralized locations. Individuals employed as customer service representatives can work from their homes or any other accessible off-site location just as if they were working in the call/contact centers themselves. Technology also allows other types of work activities, such as the processing of insurance claims and financial transactions, to be carried out from such alternate work stations. Because of this technology, many of these customer service center and other work activities may operate more efficiently at off-site work stations.

how so?
The unemployment rate of individuals with significant disabilities is among the highest of disadvantaged groups in the nation. These individuals are an important untapped resource of talent and skills, and a key element in the capacity to sustain our historic economic growth. The increasing use of off-site work stations to carry out significant and competitive work activities provides a critical new source of employment opportunities for individuals with significant disabilities.

It is in the interest of the Federal government to utilize the skills of people with significant disabilities by recruiting them for appropriate off-site, home-based employment opportunities with Federal agencies, including employment as home-based customer service representatives linked to Federal customer service call/contact centers. *u.c. ✓*

To harness the power of new technologies to promote Federal sector employment of people with significant disabilities and improve federal customer service representation. I direct executive departments and agencies as follows: *✓*

- these*
- (a) Each head of an executive department or agency operating customer service call/contact centers shall ~~conduct a Basic Feasibility Study~~ to identify positions that can be relocated to home-based or other off-site facilities, and be filled by qualified individuals, *including those with significant disabilities.* This ~~Basic Feasibility Study~~ shall be completed and submitted to the Secretary of Labor within 90 days of this memorandum.
- (b) Each head of an executive department or agency shall ~~also~~ *also* conduct an ~~Expanded Feasibility Study~~ to identify the appropriateness of using home-based and other off-site positions to carry out other specific work activities, such as the processing of insurance

Question: Is the intent of this memo to identify positions ~~to be~~ that can be relocated and fill all of them w/ disabled individuals? If so, what is the authority?

claims and financial transactions, that could be accomplished by individuals with significant disabilities. This Expanded Feasibility Study shall be completed and submitted to the Secretary of Labor no later than 90 days from the date of this memorandum.

(c) If the head of a department or agency determines it is feasible and appropriate to establish home-based positions pursuant to the feasibility studies conducted under paragraphs (a) and (b), such head shall develop a Plan of Action and Implementation Guidelines that encourages the recruitment and employment of individuals with significant disabilities for such positions

(d) The Plan of Action and Implementation Guidelines conducted and procedures established pursuant to this section shall be submitted to the Secretary of Labor within 120 days from the date of this memorandum. The implementation of the approved plans will be coordinated through the Secretary of Labor and the Director of the Office of Personnel Management.

(e) In implementing this memorandum, agencies must honor their obligations to notify their collective bargaining representatives and bargain over such procedures to the extent permitted by law.

(f) This memorandum does not create any right or benefit, substantive or procedural, enforceable at law by a party against the United States, its officers, its employees, or any other person.

THE WHITE HOUSE,

Which
Section?
Do you mean
See paragraph (c)?
or this memorandum?

DRAFT

7-18-2000

11:50 a.m.

MEMORANDUM FOR THE HEADS OF ALL EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination.

(ADA)

✓ As we draw near the tenth anniversary of the Americans with Disabilities Act, we have much to celebrate. This landmark civil rights law has increased opportunities for employment, education, and leisure for millions of Americans. Our country is stronger as a result.

✓ As we celebrate the ADA, we cannot forget that it was built on the solid foundation of section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, as amended in 1978, which prohibits discrimination on the basis of disability in federal programs and activities. One important goal of section 504 is for the federal government to set an example for the rest of the country by being a model employer and providing exemplary service to its customers with disabilities. While this goal remains constant, the nature and structure of government have changed in the decades since the inception of section 504. New agencies have been formed, while others no longer exist. Government is more efficient and doing more with less.

✓ The time has come to reaffirm the federal government's commitment to ensuring that agencies' programs are free from discrimination. The means we use to accomplish our goals should be tailored to the changing nature of government.

upper case

I call upon the Department of Justice, the Equal Employment Opportunity Commission, the Interagency Disability Coordinating Council (IDCC), and the Presidential Task Force on Employment of Adults with Disabilities to provide leadership to ensure that all agencies meet a common goal: to ensure that today's federal programs — including programs of employment — continue to be readily accessible to and usable by persons with disabilities.

President
National

Federal

in meeting
their

To meet this goal, I hereby direct all agencies to engage in a Five Year Plan. Under this Five Year Plan, agencies will follow guidance to be provided by the Department of Justice and the Equal Employment Opportunity Commission (EEOC) to evaluate agency programs, activities, and facilities for compliance with sections 501 and 504 of the Rehabilitation Act, set targeted goals consistent with priorities developed by the Department of Justice and the EEOC, and implement all actions necessary to achieve those goals, within the next five years. As the initial steps in the Five Year Plan, agencies are directed to do the following:

- make all programs offered on their Internet and Intranet sites accessible to people with disabilities by July 27, 2001; and
- publish by various means, including by incorporation on all agency Internet home

pages, the name and contact information for the office(s) responsible for coordinating the agency's compliance with sections 501 and 504 of the Rehabilitation Act.

I furthermore direct the Department of Justice and the Equal Employment Opportunity Commission, in close consultation with the IDCC and the ~~Presidential~~ *President's National* Task Force on Employment of Adults with Disabilities, to develop priorities and establish ~~for~~ *the* Five-Year Plan under which agencies will focus on specific programs or types of programs to ensure that they are readily accessible to persons with disabilities.

I direct the IDCC to coordinate executive agencies' efforts to make the federal government's electronic and information technology accessible to persons with disabilities.

I designate the following persons to participate in the IDCC, in addition to those members set out by statute (29 U.S.C. § 794c):

- The Administrator of the General Services Administration
- The Secretary of Defense

These steps will enable federal agencies to work together as they renew their ongoing commitment to ensure that federal programs do not discriminate against people on the basis of disability.

of November 2, 1980,

Nothing in this memorandum is intended in any way to limit the effect or mandate of Executive Order 12250, which conveys certain authorities upon the Attorney General, or Executive Order 12067, which conveys certain authorities upon the Chair of the Equal Employment Opportunity Commission.

This memorandum is for the internal management of the executive branch and does not create any right or benefit, substantive or procedural, enforceable by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person.

of June 30, 1978

THE WHITE HOUSE,

Office of General Counsel

U.S. Department of Transportation

400 Seventh Street, S.W.

C-40, Room 10100

Washington, D.C. 20590

Telephone: (202)366-4687

Telefax: (202)366-7153

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by telephone, and return the original message to us at the above address via the U.S. Postal Service. Thank you.

TO: Mac Reed FROM: Jane DeCell
DOT
366-9299

FAX #:

Number of pages (including this page)	4
DATE AND TIME	7/20/00 - 11:30 AM
DATE COMMENTS / RESPONSE (IF ANY) ARE DUE	

Remarks:

DOT comments on ADA
Executive Orders

DeCell, Jane

From: DOT.LEGISLATION <OST>
Sent: Thursday, July 20, 2000 11:26 AM
To: 'McGavick_D._Reed@omb.eop.gov'
Cc: DeCell, Jane; Tochen, David; Brenman, Marc; Hallahan, Kate; Knapp, Lindy; Allen, Melissa
Subject: FW: E.O., Individuals with Disabilities; E.O., Reasonable Accommodation; Memorandum One, Home-Based Representatives; Memorandum Two, Free from Disability-based Discrimination

From: DOT.LEGISLATION <OST>
Sent: Wednesday, July 19, 2000 5:12 PM
To: DOT.LEGISLATION <OST>
Cc: DeCell, Jane
Subject: RE: E.O., Individuals with Disabilities; E.O., Reasonable Accommodation; Memorandum One, Home-Based Representatives; Memorandum Two, Free from Disability-based Discrimination

Department of Transportation Comments

Re: Draft E.O. - Increasing the Number of Individuals with Disabilities Employed in the Federal Government

Draft E.O. - Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation

Draft Memorandum - Employing People with Significant Disabilities to Fill Federal Agency Jobs That can Be Performed at Alternate Work Sites, Including the Home

Draft Memorandum - Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination

The Department of Transportation has reviewed the draft executive order "Increasing the Number of Individuals with Disabilities Employed in the Federal Government," the draft executive order "Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation," the draft memorandum "Employing People with Significant Disabilities to Fill Federal Agency Jobs That can Be Performed at Alternate Work Sites, Including the Home," and the draft memorandum "Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination," and supports the policies contained in these documents.

The Department has the following comments. The proposed EO "Increasing the Number of Individuals With Disabilities Employees in the Federal Government" contains a provision in Section 2 that "Agencies must honor their obligations to notify their collective bargaining representative(s) and bargain over such procedures to the extent required by law." We support adding similar language concerning labor relations obligations in the proposed memo "Employment of People with Significant Disabilities by Federal Agencies to Serve as Home-based Customer Service Representatives and in Other Remote Off-site Work Stations." Setting up remote work stations can impact conditions of employment for bargaining unit positions and it is appropriate to note union obligations in the draft memorandum.

With regard to the draft Executive Order "Increasing the Number of Individuals with Disabilities Employed in the Federal Government," while DOT did not participate in developing the 100,000 target figure, we note that agency allocations take into consideration that agencies such as DOT, Justice, and Treasury have large numbers of positions with stringent medical qualifications that are not viable opportunities for disabled candidates. We further note that if we use welfare to work hiring percentages as a guide (i.e. DOT hires about 4% of the government-wide commitment) and our hiring patterns remain relatively constant, one out of every three DOT's hires over the next five years (excluding positions with medical requirements - i.e. air traffic controllers, law enforcement officers, etc.) might be disabled. While we are not opposing this potential impact, we did want to bring it to your attention.

The Department also notes that the time frame for submitting an agency plan to increase the number of qualified individuals with disabilities to OPM has been reduced from 90 days in the previous version to 60 days. While the Department would commit itself to meeting the deadline, it notes that this is a very tight time frame for developing and vetting a plan in an organization the size of DOT.

Following are our specific recommendations:

1. Sec. 2 of Hiring EO. "Each Federal agency shall prepare a plan to increase the number of individuals with targeted disabilities employed in the agency." Sec. 3: "to increase the number of individuals with targeted disabilities employed..."

2. Sec. 1 (a) (4) "improve their efforts to retain, promote, and advance the career opportunities of employees with disabilities."

3. Reas Accommo EO, Sec. 1 (b) 10, add to end of sentence, "and that retaliation for

no

participation in the complaint process and for requesting a reasonable accommodation is prohibited by law."

4. 60 days. In Sec. 2. of Reas. Accommo EO. New last sentence: "EEOC shall respond to agencies with comments within 60 days of receiving their procedures."

5. Renewing Commitment Memo, para. 5, new first sentence: "To meet this goal, I hereby direct all agencies to complete the activities required in the Memorandum within five years of its date." Delete all mentions of the phrase "Five Year Plan" and substitute, "Plan."

We also note the following technical items:

Page one of "Increasing the Number of Individuals with Disabilities Employed in the Federal Government ," third to last line, "order" should be lower case.

Page two of "Increasing the Number of Individuals with Disabilities Employed in the Federal Government," in line two, the full agency title, "Office of Personnel Management," should be used in place of the acronym "OPM," as is the case with the first line of section three. Page three of "Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation," second to last line, delete word "the" before Employment.



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, D.C. 20415

Office of Congressional Relations
Legislative Analysis Staff

Fax: (202) 606-2526

Office: (202) 606-1424

TELECOPIER TRANSMITTAL SHEET

FROM: C.C. Christensen

TO: Mac Reed

Receiving Telecopier Number: 395-7294

Pages sent (including transmittal sheet): 11

Mac,

In addition to these edits, please remove the last line in Sect. 7 in reasonable accommodation eo. We will provide guidance to agencies on pay retention.

CC

DRAFT

7-18-2000

11:00 AM

Executive Order

INCREASING THE NUMBER OF INDIVIDUALS WITH
DISABILITIES EMPLOYED IN THE FEDERAL GOVERNMENT

By the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to promote an increase in the representation of individuals with disabilities employed at all levels and occupations of the Federal Government, and to support the goals articulated in § 501 of the Rehabilitation Act of 1973 as amended, it is hereby ordered as follows:

Section 1. Increase the Number of Hires of Individuals with Disabilities.

(a) The Federal Government shall hire 100,000 qualified individuals with disabilities over 5 years into the full range of levels and occupations of the Federal Government. To achieve this goal, all Federal agencies shall:

- (1) use available hiring authorities, consistent with statute, regulation, and prior Executive Orders and Presidential Memoranda;
- (2) expand their outreach efforts, using both traditional and non-traditional methods; and
- ✓ (3) increase their efforts to accommodate individuals with disabilities.

(b) As a model employer, the Federal Government will take the lead in educating the public about employment opportunities available for individuals with disabilities.

(c) This Order does not require agencies to create new positions or to change existing qualification standards for any position.

Sec 2. Implementation.spell
out

Each Federal agency shall prepare a plan to increase the number of individuals with disabilities employed in the agency. Each agency shall submit that plan to OPM within 60 days from the date of this Order.

spell out (Sec.) 3. Authority to Develop Guidance.

The Office of Personnel Management shall be authorized to develop guidance on the provisions of this Order to increase the number of individuals with disabilities employed in the Federal Government.

spell out (Sec.) 4. Judicial Review.

This Order is intended only to improve the internal management of the executive branch and is not intended to, nor does it create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers, its employees, or any person.

THE WHITE HOUSE.

DRAFT

7-18-2000

11:00 a.m.

Executive Order

REQUIRING FEDERAL AGENCIES TO ESTABLISH PROCEDURES
TO FACILITATE THE PROVISION OF REASONABLE ACCOMMODATION

By the authority ^{of} invested in me as President by the Constitution and the laws of the United States of America, and in order to promote a model Federal workplace that ^{provides reasonable accommodations for} ~~grants~~ (1) reasonable accommodations for individuals with disabilities in the application process for Federal employment; (2) reasonable accommodations that enable Federal employees with disabilities to perform the essential functions of a position; and (3) reasonable accommodations that enable Federal employees with disabilities to enjoy equal benefits and privileges of employment as are enjoyed by employees without disabilities, as required by the Rehabilitation Act of 1973, as amended, it is hereby ordered as follows:

Section 1. Establishment of Effective Written Procedures for to Facilitate the Provision of Reasonable Accommodation.

(a) Each Federal agency shall establish effective written procedures for processing requests for reasonable accommodation. The procedures are applicable to all employees with disabilities within the agency who request a reasonable accommodation. The agency may, in its discretion, establish different procedures for different components of its agency.

(b) As set forth in *Re-charting the Course: The First Report of the Presidential Task Force on Employment of Adults with Disabilities* (1998), effective written procedures for processing requests for reasonable accommodation should include the following:

1. Explain how an employee or job applicant initiates a request for reasonable accommodation. If the agency requires an applicant or employee to complete a

reasonable accommodation request form, the form must be provided as an attachment to the agency's written procedures.

2. Specify to whom the request must be submitted and from whom the individual will receive a final decision.

3. Designate a time period during which reasonable accommodation requests will be granted or denied, absent extenuating circumstances.

4. Explain the responsibility of the employee or applicant to provide appropriate medical information related to the functional impairment at issue and the requested accommodation.

5. Explain the agency's right to request relevant supplemental medical information if the information submitted does not clearly explain the nature of the disability, the need for the reasonable accommodation, or does not otherwise clarify how the requested accommodation will assist the employee to perform the essential functions of the job or to enjoy the benefits and privileges of the workplace.

6. Explain the agency's right to have medical information reviewed by a medical expert of the agency's choosing at the agency's expense.

7. Provide that reassignment will be considered as a reasonable accommodation if the agency determines that no other reasonable accommodation will permit the employee with a disability to perform the essential functions of his or her current position. ~~In the case of reassignment to a lower graded position, the agency has the option of providing pay retention because the action is not for personal cause.~~ Remove

8. Provide that reasonable accommodation denials should be in writing and specify the reasons for denial.

9. ^E Insure that systems of record keeping track the processing of requests for reasonable accommodation and maintain the confidentiality of medical information received in accordance with applicable law and regulation.

10. State that ^{individuals} ~~employees~~ have the right to file a complaint in the event that their requests for reasonable accommodation are denied.

^{spell out} Sec. 2. Submission of agency reasonable accommodation procedures to the EEOC.

^{from the date of this Order}
Within one year, each agency shall submit its procedures to the EEOC for comment.

Each agency shall further submit to the EEOC any modifications to its reasonable accommodation procedures at the time that those modifications are adopted, ^{by the agency.}

^{spell out} Sec. 3. Collective Bargaining Obligations.

In adopting their reasonable accommodation procedures, agencies must honor their obligations to notify their collective bargaining representative(s) and bargain over such procedures to the extent required by law.

^{spell out 5} Sec. 4. Judicial Review.

This order is intended only to improve the internal management of the executive branch and is not intended to, nor does it create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers, its employees, or any person.

^{spell out 4} Sec. 5. Implementation.

The Presidential Task Force on the Employment of Adults with Disabilities shall be responsible for developing and implementing guidance to effectuate the provisions of this order.

07/19/00 WED 15:48 FAX
JUL-19-2000 13:25

UMW CC

+++ OGC-OMB
202 333 7283 F.11/15 007

THE WHITE HOUSE,

DRAFT

7-18-2000

11:00 AM

MEMORANDUM FOR THE HEADS OF ALL EXECUTIVE DEPARTMENTS AND AGENCIES**SUBJECT: Employing People with Significant Disabilities to Fill Federal Agency Jobs That Can Be Performed at Alternate Work Sites, Including the Home** ✓

Cutting edge telecommunications technology has recently made it possible for customer service "call/contact" centers to transmit voice and data to employees who are located at work sites other than the call/contact centers, employers' headquarters, or other centralized locations. Individuals employed as customer service representatives can work from their homes or any other accessible off-site location just as if they were working in the call /contact centers themselves. Technology also allows other types of work activities, such as the processing of insurance claims and financial transactions, to be carried out from such alternate work stations. ~~Because~~ of this technology, many of these customer service centers and other work activities may operate more efficiently at off-site work stations. ✓

As a result

The unemployment rate of individuals with significant disabilities is among the highest of disadvantaged groups in the nation. These individuals are an important untapped resource of talent and skills, and a key element in the capacity to sustain our historic economic growth. The increasing use of off-site work stations to carry out significant and competitive work activities provides a critical new source of employment opportunities for individuals with significant disabilities.

It is in the interest of the Federal government to utilize the skills of people with significant disabilities by recruiting them for appropriate off-site, home-based employment opportunities with Federal agencies, including employment as home-based customer service representatives linked to Federal customer service call /contact centers.

To harness the power of new technologies to promote Federal sector employment of people with significant disabilities and improve federal customer service representation, I direct executive departments and agencies as follows: ✓

(a) Each head of an executive department or agency operating customer service call /contact centers shall conduct a Basic Feasibility Study to identify positions that can be relocated to home-based or other off-site facilities, and be filled by qualified individuals with significant disabilities. This Basic Feasibility Study shall be completed and submitted to the Secretary of Labor within 90 days of this memorandum.

(b) Each head of an executive department or agency shall also conduct an Expanded Feasibility Study to identify the appropriateness of using home-based and other off-site positions to carry out other specific work activities, such as the processing of insurance

claims and financial transactions, that could be accomplished by individuals with significant disabilities. This Expanded Feasibility Study shall be completed and submitted to the Secretary of Labor no later than 90 days from the date of this memorandum.

(c) If the head of a department or agency determines it is feasible and appropriate to establish home-based positions pursuant to the feasibility studies conducted under paragraphs (a) and (b), such head shall develop a Plan of Action and Implementation Guidelines that encourages the recruitment and employment of individuals with significant disabilities for such positions

(d) The Plan of Action and Implementation Guidelines conducted and procedures established pursuant to this section shall be submitted to the Secretary of Labor within 120 days from the date of this memorandum. The implementation of the approved plans will be coordinated through the Secretary of Labor and the Director of the Office of Personnel Management.

(e) In implementing this memorandum, agencies must honor their obligations to notify their collective bargaining representatives and bargain over such procedures to the extent permitted by law.

(f) This memorandum does not create any right or benefit, substantive or procedural, enforceable at law by a party against the United States, its officers, its employees, or any other person.

Note: The Task Force should be provided a sample of the various plans & studies.

THE WHITE HOUSE,

DRAFT

7-17-2000

11:00 a.m.

MEMORANDUM FOR THE HEADS OF ALL EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination.

(ADA)
As we draw near the tenth anniversary of the Americans with Disabilities Act, we have much to celebrate. This landmark civil rights law has increased opportunities for employment, education, and leisure for millions of Americans. Our country is stronger as a result.

As we celebrate the ADA, we cannot forget that it was built on the solid foundation of section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, as amended in 1978, which prohibits discrimination on the basis of disability in federal programs and activities. One important goal of section 504 is for the federal government to set an example for the rest of the country by being a model employer and providing exemplary service to its customers with disabilities. While this goal remains constant, the nature and structure of government have changed in the decades since the inception of section 504. New agencies have been formed, while others no longer exist. Government is more efficient and doing more with less.

The time has come to reaffirm the federal government's commitment to ensuring that agencies' programs are free from discrimination. The means we use to accomplish our goals should be tailored to the changing nature of government.

(DOJ) (EEOC)
I call upon the Department of Justice, the Equal Employment Opportunity Commission, the Interagency Disability Coordinating Council (IDCC), and the Presidential Task Force on Employment of Adults with Disabilities to provide leadership to ensure that all agencies meet a common goal: to ensure that today's federal programs — including programs of employment — continue to be readily accessible to and usable by persons with disabilities.

(DOJ) (EEOC)
To meet this goal, I hereby direct all agencies to engage in a Five Year Plan. Under this Five Year Plan, agencies will follow guidance to be provided by the Department of Justice and the Equal Employment Opportunity Commission (EEOC) to evaluate agency programs, activities, and facilities for compliance with sections 501 and 504 of the Rehabilitation Act, set targeted goals consistent with priorities developed by the Department of Justice and the EEOC, and implement all actions necessary to achieve those goals, within the next five years. As the initial steps in the Five Year Plan, agencies are directed to do the following:

- make all programs offered on their Internet and Intranet sites accessible to people with disabilities by July 27, 2001; and
- publish by various means, including by incorporation on all agency Internet home

pages, the name and contact information for the office(s) responsible for coordinating the agency's compliance with sections 501 and 504 of the Rehabilitation Act.

DOJ
I furthermore direct ~~the Department of Justice and the Equal Employment Opportunity Commission~~ *PTFEAD* *EEOC* in close consultation with the IDCC and the Presidential Task Force on Employment of Adults with Disabilities to develop priorities and establish for the Five-Year Plan under which agencies will focus on specific programs or types of programs to ensure that they are readily accessible to persons with disabilities.

I direct ~~the IDCC~~ to coordinate executive agencies' efforts to make the federal government's electronic and information technology accessible to persons with disabilities.

I designate the following persons to participate in ~~the IDCC~~, in addition to those members set out by statute (29 U.S.C. § 794c):

- The Administrator of the General Services Administration
- The Secretary of Defense

These steps will enable federal agencies to work together as they renew their ongoing commitment to ensure that federal programs do not discriminate against people on the basis of disability.

Nothing in this memorandum is intended in any way to limit the effect or mandate of Executive Order 12250, which conveys certain authorities upon the Attorney General, or Executive Order 12067, which conveys certain authorities upon the Chair of the ~~Equal Employment Opportunity Commission~~ *EEOC*.

This memorandum is for the internal management of the executive branch and does not create any right or benefit, substantive or procedural, enforceable by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person.

THE WHITE HOUSE,

reasonable accommodation request form, the form must be provided as an attachment to the agency's written procedures.

2. Specify to whom the request must be submitted and from whom the individual will receive a final decision.

3. Designate a time period during which reasonable accommodation requests will be granted or denied, absent extenuating circumstances.

4. Explain the responsibility of the employee or applicant to provide appropriate medical information related to the functional impairment at issue and the requested accommodation.

5. Explain the agency's right to request relevant supplemental medical information if the information submitted does not clearly explain the nature of the disability, the need for the reasonable accommodation, or does not otherwise clarify how the requested accommodation will assist the employee to perform the essential functions of the job or to enjoy the benefits and privileges of the workplace.

6. Explain the agency's right to have medical information reviewed by a medical expert of the agency's choosing at the agency's expense.

7. Provide that reassignment will be considered as a reasonable accommodation if the agency determines that no other reasonable accommodation will permit the employee with a disability to perform the essential functions of his or her current position. In the case of reassignment to a lower graded position, the agency has the option of providing pay retention because the action is not for personal cause.

8. Provide that reasonable accommodation denials should be in writing and specify the reasons for denial.

- and are otherwise eligible
For employees covered by 2 U.S.C. 5361-5365, who are
reassigned to a lower-graded position, the agency may provide
pay retention because the action is not for personal cause.

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NASA Headquarters
300 E Street, SW
Washington, DC 20546
Phone: _____
Fax: _____

facsimile transmittal

To: Mac Reel (OMB) Fax: 395-7294
From: Doris Wojniarowski (NASA) Date: 7/19/00
Re: E.O. American Disability Act Pages: ((3) include cover sheet)
CC: _____

☒ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle



Please forward, Thank You.

Office of the General Counsel



National Aeronautics and
Space Administration

Headquarters
Washington, DC 20546-0001



Reply to Attn of:

GG

July 19, 2000

By Facsimile

Mac Reed, Esq.
Assistant General Counsel
Executive Office of the President
Office of Management and Budget
Washington, DC 20503

Dear Mr. Reed:

Thank you for the opportunity to review the proposed Executive Orders and other documents to be issued in connection with the tenth anniversary of the Americans with Disabilities Act's passage. NASA supports the Act and the Administration's intent in reaffirming its commitment to the Act.

The draft Executive Order, "Increasing the Number of Individuals with Disabilities Employed in the Federal Government," would require Federal agencies to hire 100,000 qualified individuals with disabilities over 5 years. NASA supports the President's initiatives to improve the employment of persons with disabilities; however, we are concerned that the employment levels required may be unattainable. In order to meet this hiring goal, the Federal government will need to increase the hiring of persons with disabilities from an average of 5.5% per year to over 9% per year for the next 5 years. There is currently no relevant civilian labor force data available to enable agencies to determine the availability of persons with disabilities for the specific occupations most likely to have vacancies over that time period.

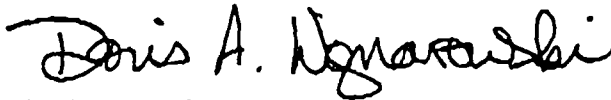
This is of particular concern to NASA because we employ a large population of scientists and engineers and will undoubtedly focus hiring opportunities on those professional and technical positions critical to the mission of the agency. In the absence of relevant civilian labor force data, we are concerned that the hiring goals established by the Administration may be too optimistic. Moreover, this lack of relevant labor force data makes the development of a recruiting and hiring plan within 60 days difficult.

The memorandum on "Employing People with Significant Disabilities to Fill Federal Agency Jobs That Can Be Performed at Alternate Work Sites, Including the Home" is somewhat confusing. The memorandum requires two feasibility studies. The first, a Basic Feasibility Study, shall be conducted only by agencies operating customer service call/contact centers. The second, an Expanded Feasibility Study, presumably is to be conducted by all agencies but

the name, Expanded Feasibility Study, suggests the study has a precursor. In many agencies, it will not. Subparagraph (c) on the second page of this memorandum appears to presume that if a study determines that work can feasibly be done at home or sites other than a Federal office and by persons with significant disabilities, the agency will be creating new positions. The latter does not necessarily follow from the former. In addition, we are concerned that the requirement to complete the studies within 90 days of the memorandum does not provide ample time to plan and implement a meaningful study.

Finally, the memorandum on "Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination" does not include a reference to section 508 of the Rehabilitation Act of 1973, as amended, although the substance of the memorandum is focused on information technology accessibility, as is section 508. Also, the first full paragraph on page two of the memorandum appears to be an incomplete thought.

Again, thank you for the opportunity to review and comment on these Presidential documents.



Doris A. Wojnarowski
Associate General Counsel (General Law)

FAX TRANSMITTAL SHEET
CROSS-CUTTING ISSUES LAW OFFICE
OFFICE OF GENERAL COUNSEL
ENVIRONMENTAL PROTECTION AGENCY

TO: Mac Reed
Ofc #: 395-3563
Fax #: 395-7294

FROM: Craig Annear
Ofc #: 202-564-5538
Fax #: 202-564-5541

Pages: 4 (including this cover sheet)

Date: 7/1~~9~~/2000

Mac - 20
8:30am.



EPA's comments on the two proposed executive orders and two draft Presidential memoranda concerning the Rehabilitation Act are attached. Please call if you have questions. Thanks.

Craig Annear

*Sorry I couldn't get this to
you last night. Craig*



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

JUL 20 2000

OFFICE OF
GENERAL COUNSEL

MEMORANDUM

SUBJECT: EPA Comments on Two Proposed Executive Orders and Two Draft Presidential Memoranda Relating to Employment of, and Access by, Individuals with Disabilities

FROM: James C. Nelson *JCN*
Associate General Counsel
Cross-Cutting Issues Law Office (2322A)

TO: Robert G. Damus
General Counsel
Office of Management and Budget

On behalf of the Environmental Protection Agency, I am providing a response to your July 14 request for comments and your July 18 revised request for review. We have several comments, categorized by document.

A. *Proposed Executive Order Entitled "Increasing the Number of Individuals with Disabilities Employed in the Federal Government"*

- In revising the draft order, the Office of Domestic Policy removed the word "qualified" before "individuals with disabilities" in the title, while leaving it in the first sentence of Section 1(a). We recommend that "qualified" be reinserted in the title and be added before "individuals with disabilities" each time that term appears, i.e., in the Preamble; in the title of Section 1; in Section 1(b); in Section 2; and in Section 3.

B. *Proposed Executive Order Entitled "Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation"*

- Similar to our comment above, we recommend adding "qualified" before "employees with disabilities" in Section 1(a).



- Section 1 (b)(7) (originally 1(b)(9)) should be revised. As written, it appears to diminish the effect of the current relevant provisions regarding reassignment in the EEOC regulations at 29 C.F.R. § 1614.203(g). The first sentence should be rewritten to read:

“Provide that reassignment to a funded vacant position located in the same commuting area and serviced by the same appointing authority, the essential functions of which the individual would be able to perform with reasonable accommodation if necessary, will be considered as a reasonable accommodation if the agency determines that no other reasonable accommodation will permit the employee with a disability to perform the essential functions of his or her current position, unless the agency can demonstrate that the reassignment would impose an undue hardship on the operations of its program.”

(It may be preferable to make reference to the need to comply with 29 C.F.R. § 1614.203(g), rather than fully reciting here several of its provisions).

- Also with respect to Section 1(b)(7), we have concerns with regard to the pay retention option described in the last sentence. This option appears to fly in the face of merit principles in that an employee who is unable to do his or her job at a particular grade could still enjoy a higher salary without performing commensurate work solely because of a disability. In addition, if the President would like pay retention to be part of a reasonable accommodation as a matter of policy, such a decision should not be a matter of discretion. We suggest deletion of the last sentence of this section.

- The new provision in Section 5 would assign the Presidential Task Force on Employment of Adults with Disabilities responsibility for developing and implementing guidance to effectuate the provisions of this executive order. Notwithstanding that provision, we recommend that EEOC be tasked with the responsibility of drafting model written procedures for processing requests for reasonable accommodation. This would serve the goals of promoting consistency across federal agencies and of ensuring compliance with the Rehabilitation Act. Agencies could then adapt the model for their own use, taking into account their unique authorities and activities. If this comment is accepted, the one-year deadline in Section 2 should be modified so the year starts to run after EEOC publishes its model.

C. *Draft Presidential Memorandum Entitled “Employing People with Significant Disabilities to Fill Federal Agency Jobs That Can Be Performed at Alternate Work Sites, Including the Home”*

- Throughout the document, the term "significantly disabled" is used. This term, however, is not defined in the memorandum and does not have independent legal meaning under the Rehabilitation Act, the Americans With Disabilities Act or implementing EEOC regulations. We suggest that the term be defined or revised.

- We assume that there is no intent, through this draft order, to modify agency obligations under the FAIR Act. A clarification would be helpful.

D. *Draft Presidential Memorandum Entitled "Renewing the Commitment to Ensure that Federal Programs are Free from Disability-based Discrimination."*

- The memorandum could be read to state that Section 504 of the Rehabilitation Act prohibits disability discrimination in federal government employment. There is a question as to whether or not Section 504 of the Rehabilitation Act prohibits such discrimination. Some sources contend that only section 501 prohibits disability discrimination in federal government employment. To avoid this issue, we suggest referring to the Rehabilitation Act in general, instead of referring to specific sections of the Act, in the memorandum.

Thank you for considering our comments. If you have any questions or would like to discuss this memorandum, please call me at 564-5532 or Craig Annear at 564-5538.

cc: Mac Reed



EEOC fax

U. S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
OFFICE OF COMMUNICATIONS AND LEGISLATIVE AFFAIRS
1801 L STREET, N.W.
WASHINGTON, D. C. 20507
FAX: (202) 663-4912

DATE: 7/19/00 TIME: _____
TO: MAC REED
FAX NUMBER: 395 - 7294
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U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

July 19, 2000

MEMORANDUM

TO: Mac Reed
General Counsel's Office
Office of Management and Budget

FROM: William J. White, Jr. *William J. White, Jr.*
Acting Director
Office of Communications and Legislative Affairs

SUBJECT: Draft Executive Orders and Memoranda

This memoranda sets forth our comments on the four documents which were circulated yesterday.

First, we suggest that the proposed Executive Order to Increase the Number of Individuals with Disabilities Employed in the Federal Government add, after the first sentence in Section 1 (a): "The Federal Government shall strive to achieve the goal that at least 25% of the individuals hired should be qualified individuals who have severe disabilities.

Second, regarding the proposed Memorandum Regarding Employing People with Significant Disabilities to Fill Federal Agency Jobs That Can Be Performed at Alternate Work Sites, Including the Home, we recommend the following: The first sentence should be modified by adding the following at the beginning of the sentence: "While it is recognized that most people with severe disabilities can work at the employer's work site, . . ." Also, please replace the phrase "significant disabilities" with "severe disabilities." Severe is the term used in the literature and studies in this area.

Third, we have substantial comments on the draft Executive Order Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation. We describe below the reasons for the changes we propose; we have also attached redlined and clean copies of the draft with our modifications in place.

- **Paragraph (a).** We strongly recommend that the language of the paragraph be modified to make clear that these procedures are intended to benefit individuals with disabilities, and not to create new bureaucratic requirements. We also propose adding a requirement that agencies draft the procedures in plain language that will be readily comprehensible to

people with disabilities, and adding language to make clear that the changes agency components are authorized to make are those designed to streamline the process.

- **Paragraph (b)(1).** To ensure consistency with Rehabilitation Act requirements, we recommend modifying the language to make clear that requests for reasonable accommodation may be made orally or in writing.
- **Paragraph (b)(2).** We propose modifying the language to avoid any implication that agencies may establish rigid requirements that individuals with disabilities must follow in requesting reasonable accommodations. The law is clear that employees must retain flexibility in this regard.
- **Paragraph (b)(3).** We think it important that agencies make decisions on requests for accommodation as quickly as possible. We have added proposed language that makes this point.
- **Paragraph (b)(4).** The Rehabilitation Act permits agencies to request medical information from individuals requesting accommodation only where the disability and/or the need for accommodation is not obvious. We have added language to ensure that this paragraph conforms to these legal requirements.
- **Paragraph (b)(7).** Because the paragraph refers to reassignment to a lower-graded position, we recommend adding language to ensure that agencies are aware of the legal requirement that individuals with disabilities be reassigned to a position at the same pay and grade level where such a position is available. This will make the paragraph consistent with the requirements of the Rehabilitation Act, as set forth in EEOC's Enforcement Guidance on Reasonable Accommodation.
- **Paragraph (b)(9).** We believe that existing systems of recordkeeping are likely to be insufficient to track requests for reasonable accommodation. We believe that this tracking is important and that the Order should require it.
- **Paragraph (b)(10).** We believe that agencies should have in place an informal procedure, separate from the EEO complaint procedure, for individuals with disabilities to request reconsideration of denials of reasonable accommodation. Such an informal procedure would be particularly useful in circumstances in which routine requests for accommodation -- such as having an interpreter for an office meeting -- are denied, and the error can be corrected without triggering the more cumbersome EEO complaint process. The informal procedure must, however, be separate from the EEO complaint process to ensure that the rights of individuals with disabilities are not compromised if they pursue a request for reconsideration in the first instance. To protect those rights, moreover, agencies must inform individuals with disabilities of their right to file EEO complaints. We have proposed modifications to the paragraph to include each of these concepts.

- **Section 2.** Because of resource constraints, the EEOC will not be able to comment on every agency's reasonable accommodation procedures; we thus propose deleting the clause requiring such comment. The EEOC will, however, do its best to review agency procedures. The Order should be amended to make clear that the EEOC has the authority to require modifications in agency procedures that do not comply with the Order. We have added language to this effect.
- **Section 3.** We suggest moving the language "to the extent required by law," to make clear that it modifies both the agency's obligation to notify its collective bargaining representatives and to bargain over accommodation procedures.
- **Section 4.** We propose adding language to make clear that nothing in the Order is intended to affect an individual's rights under the Rehabilitation Act. To ensure clarity, moreover, we suggest that the existing sentence of the paragraph be reworded to state that the Order does not "independently" create any "new" rights or benefits. Because the paragraph does not in any way refer to judicial review, we further recommend substituting the word "Construction" in the title to make the title more descriptive of the section as a whole.
- **Section 5.** As the agency with enforcement authority over reasonable accommodation requirements, the EEOC is the appropriate agency to develop guidance under this Order. We propose changing the language of this paragraph accordingly.

Finally, we have significant concerns regarding the proposed Memorandum Regarding Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination. This Memorandum, which is based on work done in connection with the Presidential Task Force but was never fully vetted, would require EEOC to work with DOJ, the Interagency Disability Coordinating Council and the Presidential Task Force on the Employment of Adults with Disabilities to take a variety of steps in connection with federal programs and employment. This includes requiring the four entities to develop guidance for the Five-Year plans which are required under the Memorandum for agencies to come into compliance with sections 501 and 504 of the Rehabilitation Act.

We are concerned that the draft Memorandum would impose requirements which would overlap with requirements currently existing under federal statute and would give certain agencies and entities authority over the enforcement of these requirements in a manner which would be inconsistent with such law. In particular, the draft Memorandum requires the creation of Five-Year plans which apply, *inter alia*, to federal sector employment and therefore overlap with requirements already in place under section 501. Moreover, EEOC has authority under section 501 of the Rehabilitation Act to enforce the Act's affirmative action requirements. However, this Memorandum appears to extend such enforcement authority to the Department of Justice, the Presidential Task Force and the IDCC. Such a change in enforcement authority cannot be effectuated through this Memorandum.

In order to address these problems, we recommend the requirement of the Five-Year plan be deleted and that the directive focus on inter-agency coordination and planning, with an immediate emphasis on technology and information accessibility. We have attached a draft proposal to this effect.

EXECUTIVE ORDER

- - - - -

REQUIRING FEDERAL AGENCIES TO ESTABLISH PROCEDURES TO FACILITATE THE PROVISION OF REASONABLE ACCOMMODATION

By the authority invested in me as President by the Constitution and the laws of the United States of America, and in order to promote a model Federal workplace that grants: (1) reasonable accommodations for individuals with disabilities in the application process for Federal employment; (2) reasonable accommodations that enable Federal employees with disabilities to perform the essential functions of a position; and (3) reasonable accommodations that enable Federal employees with disabilities to enjoy equal benefits and privileges of employment as are enjoyed by employees without disabilities, as required by the Rehabilitation Act of 1973, as amended, it is hereby ordered as follows:

Section 1. Establishment of Effective Written Procedures to Facilitate the Provision of Reasonable Accommodation.

(a) Each Federal agency shall establish effective written procedures for processing requests for reasonable accommodation by employees and applicants with disabilities. The procedures should be clearly drafted in plain language and should permit flexibility in processing each accommodation request so that unnecessary burdens are not imposed on individuals with disabilities. Different components of an agency may tailor their procedures as necessary to ensure the expeditious processing of requests.

(b) As set forth in *Re-charting the Course: The First Report of the Presidential Task Force on Employment of Adults with Disabilities* (1998), effective written procedures for processing requests for reasonable accommodation should do the following:

1. Explain that an employee or job applicant may initiate a request for reasonable accommodation orally or in writing. If the agency requires an applicant or employee to complete a reasonable accommodation request form for recordkeeping purposes, the form must be provided as an attachment to the agency's written procedures.

2. Explain how the agency will process a request for reasonable accommodation; the role and responsibility of each agency official or office involved in considering the request; and from whom the individual will receive a final decision.

3. Designate a time period during which reasonable accommodation requests will be granted or denied, absent extenuating circumstances. Time limits for decisionmaking should be as short as reasonably possible.

4. Explain the responsibility of the employee or applicant to provide appropriate medical information related to the functional impairment at issue and the requested accommodation where the disability and/or need for accommodation is not obvious.

5. Explain the agency's right to request relevant supplemental medical information if the information submitted does not clearly explain the nature of the disability, the need for the reasonable accommodation, or does not otherwise clarify how the requested accommodation will assist the employee to perform the essential functions of the job or to enjoy the benefits and privileges of the workplace.

6. Explain the agency's right to have medical information reviewed by a medical expert of the agency's choosing at the agency's expense.

7. Provide that reassignment will be considered as a reasonable accommodation if the agency determines that no other reasonable accommodation will permit the employee with a disability to perform the essential functions of his or her current position. Reassignment should be made to a position at the same pay grade level, if available. In the case of reassignment to a lower graded position, the agency has the option of providing pay retention because the action is not for personal cause.

8. Provide that reasonable accommodation denials will be in writing and specify the reasons for denial.

9. Ensure that systems of record keeping track the processing of requests for reasonable accommodation and maintain the confidentiality of medical information received in accordance with applicable law and regulation.

10. Establish an informal process for individuals with disabilities to request prompt reconsideration of denials of reasonable accommodation. Agencies must also inform individuals with disabilities that they have the right to file complaints in the EEO process if their requests for reasonable accommodation, or requests for reconsideration, are denied.

Section 2. Submission of agency reasonable accommodation procedures to the EEOC.

Within one year, each agency shall submit its reasonable accommodation procedures to the EEOC. Each agency shall further submit to the EEOC any modifications to its procedures at the time that those modifications are adopted. The EEOC is authorized to require modifications to an agency's procedures as necessary to ensure compliance with the requirements of this order.

Section 3. Collective Bargaining Obligations.

In adopting their reasonable accommodation procedures, agencies must honor their obligations, to the extent required by law, to notify their collective bargaining representative(s) and bargain over such procedures.

Section 4. Construction.

Nothing in this order limits the rights that individuals with disabilities may have under the Rehabilitation Act of 1973. This order is intended only to improve the internal management of the

executive branch and is not intended to, nor does it, independently create any new right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers, its employees, or any person.

Section 5. Implementation.

The EEOC shall be responsible for developing guidance to effectuate the provisions of this order.

REQUIRING FEDERAL AGENCIES TO ESTABLISH PROCEDURES TO FACILITATE THE PROVISION OF REASONABLE ACCOMMODATION

By the authority invested in me as President by the Constitution and the laws of the United States of America, and in order to promote a model Federal workplace that grants: (1) reasonable accommodations for individuals with disabilities in the application process for Federal employment; (2) reasonable accommodations that enable Federal employees with disabilities to perform the essential functions of a position; and (3) reasonable accommodations that enable Federal employees with disabilities to enjoy equal benefits and privileges of employment as are enjoyed by employees without disabilities, as required by the Rehabilitation Act of 1973, as amended, it is hereby ordered as follows:

Section 1. Establishment of Effective Written Procedures for to Facilitate the Provision of Reasonable Accommodation.

(a) Each Federal agency shall establish effective written procedures for processing requests for reasonable accommodation. ~~The procedures are applicable to all by employees and applicants with disabilities within the agency who request a reasonable accommodation. The agency may, in its discretion, establish different procedures for different.~~ The procedures should be clearly drafted in plain language and should permit flexibility in processing each accommodation request so that unnecessary burdens are not imposed on individuals with disabilities. Different components of its an agency may tailor their procedures as necessary to ensure the expeditious processing of requests.

(b) As set forth in *Re-charting the Course: The First Report of the Presidential Task Force on Employment of Adults with Disabilities* (1998), effective written procedures for processing requests for reasonable accommodation should include the following:

1. Explain how that an employee or job applicant may initiate a request for reasonable accommodation orally or in writing. If the agency requires an applicant or employee to complete a reasonable accommodation request form for recordkeeping purposes, the form must be provided as an attachment to the agency's written procedures.
2. ~~Specify to whom the request must be submitted~~ Explain how the agency will process a request for reasonable accommodation; ~~the role and responsibility of each agency official or office involved in considering the request;~~ and from whom the individual will receive a final decision.
3. Designate a time period during which reasonable accommodation requests will be granted or denied, absent extenuating circumstances. Time limits for decisionmaking should be as short as reasonably possible.
4. Explain the responsibility of the employee or applicant to provide appropriate medical information related to the functional impairment at issue and the requested accommodation [where the disability and/or need for accommodation is not obvious].

5. Explain the agency's right to request relevant supplemental medical information if the information submitted does not clearly explain the nature of the disability, the need for the reasonable accommodation, or does not otherwise clarify how the requested accommodation will assist the employee to perform the essential functions of the job or to enjoy the benefits and privileges of the workplace.

6. Explain the agency's right to have medical information reviewed by a medical expert of the agency's choosing at the agency's expense.

7. Provide that reassignment will be considered as a reasonable accommodation if the agency determines that no other reasonable accommodation will permit the employee with a disability to perform the essential functions of his or her current position. ~~Reassignment should be made to a position at the same pay grade level, if available. In the case of reassignment to a lower graded position, the agency has the option of providing pay retention because the action is not for personal cause.~~ *Judane*

8. Provide that reasonable accommodation denials ~~should~~ ^{will} be in writing and specify the reasons for denial.

9. ~~Ensure~~ ^{assure} that systems of record keeping track the processing of requests for reasonable accommodation and maintain the confidentiality of medical information received in accordance with applicable law and regulation. *Judane*

~~10. State that employees~~

~~Establish an~~ ^{dispute resolution} informal process for individuals with disabilities to ~~request~~ ^{obtain} prompt reconsideration of denials of reasonable accommodation. Agencies must also inform individuals with disabilities that they have the right to file a complaint in the ~~event that~~ EEO process if their requests for reasonable accommodation, or requests for reconsideration, are denied.

Section 2. Submission of agency reasonable accommodation procedures to the EEOC.

Within one year, each agency shall submit its reasonable accommodation procedures to the EEOC ~~for comment.~~ Each agency shall further submit to the EEOC any modifications to its ~~reasonable accommodation procedures at the time that those modifications are adopted.~~ The EEOC is authorized to require modifications to an agency's procedures as necessary to ensure compliance with the requirements of this order. *[Handwritten mark]*

Section 3. Collective Bargaining Obligations.

In adopting their reasonable accommodation procedures, agencies must honor their obligations, to the extent required by law, to notify their collective bargaining representative(s) and bargain over such procedures ~~to the extent required by law.~~ *[Handwritten mark]*

Section 4. Judicial Review.

*OPM
DOJ*

*Required or
permitted?
check box &
set petition*

—Construction.

Nothing in this order limits the rights that individuals with disabilities may have under the Rehabilitation Act of 1973. This order is intended only to improve the internal management of the executive branch and is not intended to, nor does it, independently create any ~~new~~ right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers, its employees, or any person. ✓

Section 5. Implementation.

~~The Presidential Task Force on the Employment of Adults with Disabilities EEOC shall be responsible for developing and implementing guidance to effectuate the provisions of this order.~~ with w/i 90 days

issue

if

w/i 90

[Ellen w/ check]

MEMORANDUM FOR THE HEADS OF ALL EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination.

As we draw near the tenth anniversary of the Americans with Disabilities Act, we have much to celebrate. This landmark civil rights law has increased opportunities for employment, education and leisure for millions of Americans. Our country is stronger as a result.

As we celebrate the ADA, we cannot forget that it was built on the solid foundation of the Rehabilitation Act of 1973, 29 U.S.C. §§ 791 et seq., which, among other things, prohibits discrimination on the basis of disability in federal programs and activities. One important goal of the Rehabilitation Act is for the federal government to set an example for the rest of the country by being a model employer and providing exemplary service to its customers with disabilities. While this goal remains constant, the nature and structure of government have changed in the decades since the enactment of the Rehabilitation Act. New agencies have been formed, and new federal programs developed, while others no longer exist. Government is more efficient and doing more with less.

The time has come to reaffirm the federal government's commitment to ensuring that agencies' programs are free from discrimination. The means we use to accomplish our goals should be tailored to the changing nature of government.

I call upon the Department of Justice, the Equal Employment Opportunity Commission, the Presidential Task Force on Employment of Adults with Disabilities, and the Interagency Disability Coordinating Council (IDCC), established by 29 U.S.C. § 794(c), to provide leadership to ensure that all agencies meet a common goal: to ensure that today's federal programs – including programs of employment – continue to be readily accessible to and usable by persons with disabilities.

To meet this goal, I hereby direct the Department of Justice and the Equal Employment Opportunity Commission, in close consultation with the IDCC and the Presidential Task Force on Employment of Adults with Disabilities, to develop priorities under which agencies will focus on specific programs or types of programs to ensure that they are readily accessible to persons with disabilities. As the initial steps, agencies are directed to do the following:

- make all programs offered on their Internet and Intranet sites accessible to people with disabilities by July 27, 2001; and
- publish by various means, including by incorporation on all agency Internet home pages, the name and contact information for the office(s) responsible for coordinating the agency's compliance with sections 501 and 504 of the Rehabilitation Act.

I direct the IDCC to coordinate executive agencies' efforts to make the federal government's electronic and information technology accessible to persons with disabilities.

I designate the following person to participate in the IDCC, in addition to those members set out by statute:

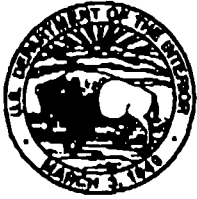
- The Administrator of the General Services Administration
- The Secretary of Defense

These steps will enable federal agencies to work together as they renew their ongoing commitment to ensure that federal programs do not discriminate against people on the basis of disability.

Nothing in this memorandum is intended in any way to limit the effect or mandate of Executive Order 12250, which conveys certain authorities upon the Attorney General, or Executive Order 12067, which conveys certain authorities upon the Chair of the Equal Employment Opportunity Commission.

This memorandum is for the internal management of the executive branch and does not create any right or benefit, substantive or procedural, enforceable by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person.

THE WHITE HOUSE



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240



Mr. Mac Reed
Office of the General Counsel
Executive Office of the President
Office of Management and Budget
Washington, D.C. 20503

JUL 19 2000

Dear Mr. Reed:

Thank you for the opportunity to provide comments on four proposed documents addressing the American Disabilities Act of 1990. We fully support the intent of the proposed actions. We have one recommendation and we have one comment. Both are provided below:

Executive Order: "Increasing the Number of Qualified Individuals with Disabilities Employed in the Federal Government"

Recommendation: Section 1(a) : Clarify the language to ensure that the hiring goal of 100,000 is not a quota. Revise the first line to read: The Federal Government should strive to hire 1000,000....."

Memorandum: "Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination"

Comment: We are concerned that the first bullet of the draft Memorandum "Renewing the Commitment...", which says, "Make all programs offered on their Internet and Intranet sites accessible to people with disabilities..." if followed literally would greatly reduce the impact and usefulness of many helpful web sites. There is no reason that agencies should not be allowed to show charts and graphs just because a tiny fraction of the population have trouble reading them -- it should be sufficient to make the information available in other formats if needed. There is no reason that publications should not be made available on the Internet just because they have not been redone without the charts and pictures -- it should be sufficient to offer assistance to those who need a different format.

If you have questions or need additional information, please call me on (202) 208-6193.

Sincerely,

Hazel A. Wilson



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

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X Eric Hunn (Justice)

 Sylvie Volel (GSA)

 Steve Mertens (Justice)

 Kim Newman (Justice)

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 Staff

Comments: JUSTICE / GSA BRANCH IS SINE WITH BOTH EXEC.

ORDERS ON PERSONS WITH DISABILITIES IN THE FEDERAL GOVT.

If you believe you received this transmission in error, please return the document to the number below.

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