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## President Obama's Proposed 2012 Budget allocations for People with Disabilities:

The following, represents allocations specifically earmarked for people with disabilities, in President Obama's 2012 Proposed Budget. Springboard is providing you with this list for informational purposes only. Doing so does not reflect the political opinions on the part of Springboard or any of its employees.

**Increase Funding for the Education of Children with Disabilities.** The Budget provides a \$200 million increase for the Individuals with Disabilities Education Act (IDEA) State Grants to provide a high quality education and help offset State and local education costs for children with disabilities. The Budget also provides a \$50 million (11 percent) increase for the IDEA Infants and Families Program to provide the youngest children a good start. In addition, a new \$30 million joint pilot, Promoting Readiness of Minors in SSI (PROMISE), will develop and evaluate innovative approaches to improving outcomes of children receiving Supplemental Security Income and their families.

**Encourage Workforce Innovation.** The Budget provides almost \$380 million to the Departments of Education and Labor, for a Workforce Innovation Fund to support reforms of the workforce system, including projects that improve education and employment outcomes for individuals with disabilities. The Vocational Rehabilitation program will contribute \$30 million, and use its expertise to help ensure that the Fund invests in innovative programs and evidence-based practices to pro-

**2011**  
**Disability Matters**  
**Event,**  
**April 6-7, 2011**  
**For more**  
**information**  
**see page 12**

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## President Obama's Proposed 2012 Budget allocations for People with Disabilities - Continued:

vide high-quality employment services to individuals with disabilities, including those with significant disabilities.

**Support Workers with Disabilities.** The Budget provides \$24 million to the Department of Labor for the Disability Employment Initiative, which awards grants to build the capacity of One-Stop Career Centers to serve individuals with disabilities. The Budget also proposes a new Disability Insurance Work Incentives Simplification Pilot to make the Social Security work rules more straightforward and allow beneficiaries more flexibility to try to work without fear of losing their benefits.

**Reduce Social Security Claims Backlog.** Disability programs are at the forefront of the Social Security Administration's (SSA's) operations. The Budget funds SSA to lower the initial claims backlog to 650,000 by processing over three million claims. By hearing approximately 822,500 cases in 2012, the wait time for a decision will fall below a year for the first time in a decade. In addition, the Administration will establish a Disability Research Center through SSA's research office. This Center will work across agencies and in collaboration with outside researchers to improve the quality of disability research.

**Expand Disability Research.** The Budget provides \$120 million for the National Institute on Disability and Rehabilitation Research (NIDRR), including \$10 million to support a new cloud computing initiative that uses the internet infrastructure to improve technology access through the development, implementation, and delivery of mechanisms that will provide on-demand accessibility for everyone who faces technology accessibility barriers. NIDRR conducts comprehensive and coordinated programs of research and related activities to maximize the full inclusion, social integration, employment, and independent living of individuals with disabilities of all ages.

**Strengthen Independent Living.** The Budget includes more than \$103 million for Grants for Independent Living program that would provide formula grants to States to support the provision of independent living services through centers for independent living. The Budget also provides an additional \$34 million for independent living services for older individuals who are blind. In addition, the President's six-year, \$556 billion surface transportation reauthorization proposal supports investments to provide individuals, including the elderly and the disabled, with access to more transportation options, making our communities more livable. That proposal will include an unprecedented funding commitment for transit programs.

**Assist Programs for Youth with Disabilities.** The 2012 Budget maintains funding for the Special Olympics at \$8 million through the Department of Education. The Budget also provides \$5 million for a new program: Mentoring for Individuals with Intellectual Disabili-

## President Obama's Proposed 2012 Budget allocations for People with Disabilities - Continued:

ties. Both programs would support activities to increase the participation of people with intellectual disabilities in social relationships and other aspects of community life, including recreation, education, and employment.



**Strengthen Anti-Discrimination Enforcement.** Even in tough budget times, the substantial investments that have been made by the Administration to strengthen civil rights enforcement against racial, ethnic, sexual orientation, disability, religious, and gender discrimination continue in the 2012 Budget. The Budget proposes an increase for the Community Relations Service in the Department of Justice to fight hate crimes and provides an \$18 million, a 5 percent increase over the 2010 enacted level, for the Equal Employment Opportunity Commission (EEOC), which is responsible for enforcing Federal laws that make it illegal to discriminate against a job applicant or an employee. This investment will allow EEOC to add additional staff to reduce the agency's backlog of private-sector discrimination charges.

**Provide Housing for Persons with Disabilities.** Because difficult choices had to be made in order to invest in programs that would yield the highest returns, the Budget provides a total of \$196 million for the Housing for Persons with Disabilities Program, which is a \$104 million cut relative to the 2010 enacted level. The majority of the overall reduction reflects a shift in funding to the Tenant-Based Rental Assistance account to support Mainstream Vouchers for persons with disabilities. The Budget includes \$85 million to support existing units and

## President Obama's Proposed 2012 Budget allocations for People with Disabilities - Continued:

\$111.3

million for new construction and expansion activities. The Administration is committed to working with Congress to update and reform these programs so that project sponsors can maximize use of the funding for new construction by effectively leveraging and targeting investments based on need and by providing residents access to key services required to live independently.

**Expand Research into Autism Spectrum Disorders (ASD).** The Budget continues to expand research, detection, treatment, and other activities related to improving the lives of individuals and families affected by ASD through increasing funding for programs at the National Institutes of Health (NIH), the Centers for Disease Control and Prevention, and the Health Resources and Services Administration. NIH will pursue comprehensive and innovative approaches to defining the genetic and environmental factors that contribute to ASD, investigate epigenomic changes in the brain, and accelerate clinical trials of novel pharmacological and behavioral interventions by 2016. NIH will continue to investigate environmental factors, early detection, and novel treatments to transform our understanding of ASD.

**Help Families Care for Aging and Relatives with Disabilities.** The Budget includes \$96 million for the Administration's Caregiver Initiative, an effort to expand help to families and seniors so that caregivers can better manage their multiple responsibilities and seniors can live in the community for as long as possible. Without creating new programs, this initiative provides new resources to support the network of agencies in local communities across the country that already provide critical help to seniors and caregivers.

**Support for Employment of People with Disabilities in the Federal Workforce.** In July 2010, the President signed an Executive Order to increase Federal employment of individuals with disabilities and the Budget provides funds to the Office of Personnel Management to implement that Executive Order.

**Expand Passenger Rail Options.** The President's surface transportation reauthorization proposal includes funding to eliminate the longstanding ADA gap at intercity passenger rail stations. Overall, the Administration's reauthorization provides \$53 billion over six years for intercity passenger rail, putting the country on track toward a system that gives 80 percent of Americans access to high-speed rail within 25 years – and would provide many citizens with disabilities access to an additional, convenient transportation option.

## The ADA Inquirer:

by Shelley A. Kaplan, Manager ADA Services, Springboard Consulting, LLC

### Does your company have any “blanket policies”, such as drug tests?

- Does your company policy require those who test positive for certain drugs, like painkillers, to disclose the medical conditions for which they are taking the medication — without any evidence that the medication is affecting the employees’ job performance?
- Can you require probationary employees to undergo random alcohol tests if your company has no reasonable basis to believe that the company’s drug and alcohol policy has been violated?
- Can employers, concerned about workplace safety, fire workers who take certain types of prescription medications?

The EEOC believes that companies violate the Americans with Disabilities Act (ADA) by conducting blanket testing. Some companies routinely suspend employees until they stopped taking their prescription medications, and/or fire those who are unable to perform their job duties without the benefit of the medicine. They do this without any evidence that the medications are affecting the employees’ job performances.

The ADA prohibits discrimination based on disability or perceived disability. The ADA also provides that once a person is hired and starts working, an employer generally can only require a medical exam, such as an alcohol test, if the employer has reason to believe the employee would not be able to perform a job successfully or safely because of a medical condition or if the employer needs medical documentation to support an employees’ request for reasonable accommodation.

Of course, employers can prohibit the use of illegal drugs and alcohol in the workplace and hold all employees to the same conduct and performance standards. But, the ADA strictly restricts workplace medical exams, including breath alcohol tests. These are considered medical tests.

It’s important to remember that as employers, you can only require existing employees to take a medical exam if the exam is job-related and consistent with business necessity.

### What does “job-related and consistent with business necessity” mean?

## The ADA Inquirer - Continued:

Generally it means the employer has a reasonable belief, based on objective evidence that:

1. An employee's ability to do essential job functions will be impaired by a medical condition;  
or
2. An employee will pose a direct threat due to a medical condition.

This standard may be met if an employer knows about a particular employee's medical condition, has observed performance problems, and can reasonably attribute the problems to the medical condition. The standard may also be met when the employer has been given reliable information by a credible third party that the person has a medical condition or the employer has observed symptoms that indicate the person may have a medical condition that will impair the ability to do essential job functions or will pose a direct threat to others.

For example: A supervisor overhears two employees talking about another co-worker, who had told them about having a serious heart condition that necessitates the use of medication and frequent doctor's visits. The individual comes to work every day and successfully performs her duties as a computer programmer. In this case, the employer does not have a reasonable belief that the computer programmer's ability to perform her essential job functions are impaired or that she poses a direct threat due to a medical condition. In this case, the employer may not make disability-related inquiries or require a medical examination.

Employers are encouraged to review their policies, practices and procedures to ensure they don't have blanket policies that might violate the ADA. And remember, when deciding whether or not to subject an employee to a medical exam, individualized assessments based on objective information--not speculative--are necessary to determine if the exam is job-related and consistent with business necessity.

Springboard receives many calls about these types of employer issues and our ADA Team is ready to help you figure out how to reduce your risk of violating federal law.

## The Travel Spot:

by Scott Rains, *The Rolling Rains Report*

### **“The impairment you see is often not the handicap you take it to be.”**

Travel is stressful. That could be the positive stress of leisure or the performance-driven stress of business travel. Both offer plenty of opportunity for logistical error and human friction. Both require resilience in the absence of familiar systems and spaces. Understanding where those crisis points lurk makes it easier to maximize resilience but communicating to travel agents, travel colleagues, or clients how and when necessary accommodations require more than a personal effort by the traveler can be difficult.

Most people with a disability or chronic condition have developed the strategies to compete as road warriors. They have the drive. They bought the gear. The toolkit might range from agility at inner attitude adjustments to more tangible items - supplies sufficient for diabetes management, well-scheduled dialysis, backup reading glasses, spare bearings for a wheelchair, extra batteries for a hearing aid, toolkit to repair a prosthetic limb, or remedies for pain and fatigue. Still, for all the preparation the entire travel experience is still designed around abilities and assets not everyone enjoys.

In her blog, *Travels with Pain*, Liz Scott, introduces a lighthearted approach to the social nature of managing pain and fatigue. It is called “Spoon Theory” and it was created as one woman with chronic pain tried to explain to her friend how each day held only a finite number of units of resiliency. Grabbing the first thing in reach she picked up a handful of spoons - one to stand for each unit. One spoon was used up for getting out of bed, two spent for everything from shower to making breakfast, an extra one gone for good if traffic forced her to stay seated to long without a break. So goes the day.

Get home without using them all up and the reward is not spending the night in pain. Go into “spoon deficit” and the drill is medicate, rest, and perhaps lose the next day of work. Invisible impairments like chemical sensitivities, HIV/AIDS, heart or lung conditions lack the reminders to colleagues that wheelchairs or white canes offer. In a work situation, where people tend not to self-disclose about health or personal issues, those external markers can wordlessly facilitate actions to assure accommodation. Even so, few people without an impairment grasp the depth to which a condition impacts a person’s time, energy, or priorities until they travel with someone who has one.

Travel separates one from their tried-and-true “spoon savers.” Travel repositions everyone to those primal levels of bodily well-being at the base of Maslow’s developmental pyramid. Re-

## The Travel Spot - Continued:

calling that can be a starting point for understanding why “disability” is defined as interplay between capacity and environment. Lack of a typical capacity like hearing is not handicapping as long as the built and cultural environments are designed to intentionally include someone who is Deaf or Hard of Hearing. This is the fundamental insight of the area known as Universal Design. Universal Design is:

...a framework for the design of places, things, information, communication and policy to be usable by the widest range of people operating in the widest range of situations without special or separate design.

Inclusion is a cultural value that can literally be designed into social interaction through infrastructure.

Inclusion is also asserted through legislation: the Americans with Disabilities Act (ADA) takes the overarching human rights view while the Air Carriers Access Act (ACAA) covers air travel, Section 508 of the US Rehabilitation Act covers access to electronic and information technology, the ADA Accessibility Guidelines for Buildings and Facilities (ADAAG) covers buildings. Candy Harrington offers a helpful introduction to this material in her book *Barrier-Free Travel: A Nuts & Bolts Guide for Wheelers and Slow Walkers*.

Legislated building standards are an attempt to create islands of respite – ideally, seamless pathways of predictable accessibility – that allow the traveler with a disability a minimum of stress through confidence that good design will follow them everywhere. A business culture that values difference as an asset and inclusion as good management stands to gain more productivity from its workers and more loyalty from a customer base that might be making decisions less on whether that last dollar remains in their pocket than whether they have a spoon left come dessert.

## Springboard's Employment Center:

The Ripple Effect Begins with You

### THE SPRINGBOARD EMPLOYMENT CENTER

Take a proactive step to reach out and recruit people with disabilities and veterans, via **The Springboard Employment Center**.

**The Springboard Employment Center** is an electronic means for directly connecting your company to candidates who have a disability and also possess the skill-sets, education and/or background your company is looking for.

- Federal Contractors: Meet OFCCP compliance guidelines.
- All Employers: Strategically expand your diverse pool of talent.

With the disability community being the largest and fastest growing minority segment in the world and with 11% of today's college students having a disability, one would think, sourcing qualified candidates with disabilities is easy but it's not. Why?

- In the U.S., an employer cannot ask about someone's disability status, even when the person has a visible disability.
- Job applicants are reluctant to mention if they have a disability, especially when it's invisible.
- Employers find it difficult to locate these qualified candidates.
- Candidates are unsure of which companies are truly committed to recruiting and retaining people with disabilities.

**Springboard's Employment Center** resolves these issues by:

- Featuring those businesses that are or are becoming employers of choice for the disability community.
- Attracting qualified candidates with disabilities to The Center.

**Springboard's Employment Center** is about:

- Sustainable employment.
- Valuing difference.
- Focusing on ability.
- Matching the needs and interests of Employers with the needs and interests of qualified candidates.

Kick-start your 2011 recruiting efforts by becoming a: Platinum, Gold or Silver-level, subscriber today. Contact Nadine Vogel at [Nadine@consultspringboard.com](mailto:Nadine@consultspringboard.com).

## Disability Mentor Days with Springboard Consulting:

Join forces with Springboard Consulting and other Employers of Choice for people with disabilities by launching a year-round effort to foster mentoring opportunities for college students with disabilities, otherwise known as ***Disability Mentor Days***.

***Disability Mentor Days*** are nationwide efforts to promote career development for students with disabilities through hands-on career exploration. The program was started in 1999 by the American Association of People with Disabilities as part of a White House effort to increase the profile of National Disability Employment Awareness Month (NDEAM) and held annually on the third Wednesday in October.

### ***Springboard will:***

Produce day-long events that focus on linking a group of college students (juniors/seniors) with disabilities (mentees) with a group of corporate managers (mentors) according to the student's career interests (industry and function).

- Produce these mentor days throughout the year and across the U.S, in some cases with multiple events occurring in a variety of corporate locations, simultaneously.
- Provide guidance on activities, information on best practices and other support to ensure a successful DMD event, in some cases, including speakers, book signings, etc.



Partner with ***Springboard*** by offering ***Disability Mentor Days***. For your company it will mean:

- Connecting with an untapped pool of potential future interns and employees in a meaningful way.
- Positive, firsthand experience in working with someone with a disability, dispelling many typical fears.
- Assistance with your OFCCP and other related compliance obligations in terms of diversity/disability recruitment.
- Corporate leadership in becoming an Employer of Choice for the disability community.

For the college students you mentor, it will mean the world!

Contact ***Springboard*** today by calling **973-813-7260** or emailing us at **[info@consultspringboard.com](mailto:info@consultspringboard.com)** to learn more about making ***Disability Mentor Days*** a 2011 success initiative at your company.

# 2011 - Disability Matters Awards Banquet & Conference:



## **The 2011 Disability Matters Honorees are Selected!**

Mendham, NJ (1/18/11) – Springboard Consulting, LLC® is pleased to announce the Disability Matters honorees for 2011. They are as follows:

### EMPLOYER OF CHOICE AWARD

Cisco Systems, Inc. ◦ KPMG LLP

### MARKETPLACE AWARD

Alaska Air Group, Inc. ◦ AMC Entertainment ◦ The Braun Corporation ◦ Landscape Structures Inc.

### SMALL BUSINESS AWARD

Morgan’s Wonderland ◦ Words, LLC

### WORKFORCE AWARD

CSX Corporation Inc. ◦ Manpower Inc. ◦ Naval Sea Systems Command ◦ The Procter & Gamble Company

### WORKPLACE AWARD

Best Buy Co., Inc. ◦ Computer Sciences Corporation (CSC) ◦ EMC Corporation ◦ QUALCOMM Incorporated

This year’s winners will be honored at our 5<sup>th</sup> annual Disability Matters Awards Banquet & Conference to be held on April 6-7, 2011 in San Jose, Calif. These awards represent businesses that serve as role models for their peers in Corporate America, the U.S. Federal Government and small business alike for their initiatives to recruit, provide support and market to the disability community, now the largest and fastest growing minority segment in the world.

As the mother of two children with special needs and the founder and president of Springboard Consulting and the Disability Matters Conference, Nadine Vogel says, “it is so personally gratifying to see the incredible commitment of our honorees to the full inclusion of people with disabilities and their families in so many aspects of their organizations. Their passion and dedication to high standards for this most important work, inspires employees and customers alike. This is especially so for the two winners of our newest award, The Employer of Choice. This prestigious award is given to a company that has qualified for a Disability Matters award in the past and has taken their (workplace) initiatives to a level where there is complete synergy between mission and achievement when it comes to supporting employees who either have a disability or who have child or other dependent with special needs.”

Show your commitment to this most important topic by joining our honorees, event co-hosts, Cisco and Northrop Grumman Corporation, the Disability Matters sponsors and other business leaders on April 6-7 at Cisco® headquarters in San Jose, Calif., for the education, networking and celebration of mainstreaming disability in the workforce, workplace and marketplace. Contact Jill Frankel: 973-813-7260 x106 or [Jill@consultspringboard.com](mailto:Jill@consultspringboard.com) to purchase tickets, become a sponsor or place an ad in the program. To learn more about Disability Matters, visit: <http://www.consultspringboard.com/category/disability-matters-2011/>.

### **2011 Disability Matters Sponsors:**

**Host:** Cisco and Northrop Grumman; **5<sup>th</sup> Anniversary:** KPMG, LLP; **Platinum:** Toyota Motor Sales, Inc.; **Gold:** Adecco Group North America, HSBC, Prudential Financial; **Silver:** Colgate-Palmolive Company, EMC Corporation; **Bronze:** The Clorox Corporation, Genentech, IBM, J. Lodge, Johnson & Johnson, Kaiser Permanente, The Kellogg Company, Pacific Gas and Electric Company (PG&E), Pricewaterhouse Coopers LLP, Public Service Enterprise Group (PSEG) and Visa

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# 2011 - Disability Matters Awards Banquet & Conference - Continued.:

We are proud to have the following companies serve as our 2011 Sponsors...

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For more information on how to participate in the Disability Matters Event, please visit <http://www.consultspringboard/category/disability-matters-2011/> or contact Jill Frankel at [jill@consultspringboard.com](mailto:jill@consultspringboard.com), T: 973-813-7260 X. 106.

## Come See Nadine!



Nadine will be at New Jersey APSE's **Facing the Future Supported Employment Conference**; Friday, March 25 at the Doubletree Hotel, Somerset, NJ. Come see Nadine's Keynote Presentation on "The Best Practices of the Employers of Choice". Nadine will also be participating in a workshop titled, "What do Employers Want?"



Nadine will be at Linage's Leading Diversity Summit; April 4-6, 2011; Atlanta, GA. Catch Nadine's presentation on Monday, April 4th at 11:00AM, as she discusses the topic of "Talent Management Diversification: How Do People with Disabilities Fit into the Equation?"



Nadine will be speaking in Fort Lauderdale, FL on April 19, 2011 at the Society for Diversity Executive's Conference titled, "Diversity's Bottom Line: People, Profit, Passion" Summit: A Senior Leadership Discussion". Nadine will lead a Corporate Breakout Session with a topic of, "Link inclusion ROI with organiza-

tional goals, and share "how to" strategies with other executives."

## Quote of the Day:



It is our choices...that show what we truly are, far more than our abilities.

- J. K. Rowling



## A Note from the Springboard Team:

I hope everyone has enjoyed this edition of “The WAVE”. It is our pleasure to bring you an informative newsletter that address topics pertaining to Disability in the Workforce, Workplace and Marketplace .

As you can see, we instituted two new features.....“The ADA Inquirer”, and “The Travel Spot”. Please keep an eye out, beginning with our next issue, for another new feature, “The Technology Wire”! We will also begin to feature a variety of guest writers who will contribute their subject matter expertise relative to disability in the workforce, workplace and marketplace. We are most excited about the growth of the newsletter and hope you will be too.

We would like to thank you for your support and for subscribing to “The WAVE”, and look forward to continuing to bring you timely, relevant information.

Don't forget to encourage others to sign-up for their own personal copy of

**“The WAVE”**

*Until Next Time...*



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