

National Disability Employment Awareness Month

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National Disability Employment Awareness Month (NDEAM) celebrates the contributions of America's workers with disabilities past and present, and showcases supportive, inclusive employment policies and practices that benefit employers and employees.

NDEAM is celebrated every year in October; this year's theme is "Access To Good Jobs For All". US Department of Labor's Office of Disability Employment Policy has released a "31 Days of NDEAM" list for ways an employer can help to celebrate this month (link below). Here are some ideas from that list!

- **Review company policies:** NDEAM presents an opportune time to review company policies to ensure they convey a commitment to workplace culture inclusive of people with disabilities.
- **Establish an Employee Resource Group:** Also called Employee Networks, or Affinity Groups, ERGs offer employees an opportunity to connect and receive support from others with similar backgrounds or interests-including disability.
- **Utilize the Job Accommodation Network** Employers, service providers and individuals can receive free, confidential and expert one-on-one guidance on workplace accommodations and disability employment issues during NDEAM and year-round from the Job Accommodation Network (JAN). Just visit [AskJAN.org](https://www.asksjan.org) or call 1-800-526-7234 or 1-877-781-9403 (TTY).
- **Proactively recruit people with disabilities** During NDEAM, employers can identify strategies for proactively advertising job openings where they may be more likely to reach candidates with disabilities. Examples include American Job Centers (like RochesterWorks), state vocational rehabilitation agencies, Employment Networks under the Ticket to Work program, independent living centers, and U.S. Department of Veterans Affairs regional offices. Disability student services offices at educational institutions and non-profit and social service agencies may also be of assistance.

Additional Resources:

- [31 Days of NDEAM | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov)
- [AskEARN | Inclusion@Work: A Framework for Building a Disability-Inclusive Organization](#)
- [AskEARN | Publication - Establishing and Maintaining Successful Employee Resource Groups \(ERGs\)](#)