

1 **Resolution Supporting the Employment of People with Disabilities**

2 Whereas, there are 57 million Americans with disabilities and 16 percent are unemployed,
3 almost double the rate of unemployment among people without disabilities.

4 Whereas, up to 45 percent of returning Iraq and Afghanistan veterans believe they may have a
5 disability and approximately 25 percent will have hidden disabilities-such as traumatic brain
6 injury, post-traumatic stress disorder, and depression.

7 Whereas, the Americans with Disabilities Act (ADA) prohibits discrimination in employment
8 against qualified individuals on the basis of disability. A disability under the ADA is a physical or
9 mental impairment that substantially limits a major life activity such as hearing, seeing,
10 speaking, walking, breathing, performing manual tasks, caring for oneself, learning, or working.

11 Whereas, an employer is required to provide a reasonable accommodation to an employee with
12 a disability unless the accommodation would be an undue hardship that would require
13 significant difficulty or expense.

14 Whereas, more than twenty years after the passage of the Americans with Disabilities Act, the
15 employment rate of people with disabilities remains unacceptably low. Only about one-third of
16 the working-age population of people with disabilities is actually employed.

17 Whereas, employment opportunity means economic self-sufficiency, independence, and a
18 chance at the American dream. Many unemployed individuals with disabilities are ready, able,
19 and willing to work.

20 Whereas, the Rehabilitation Act prohibits discrimination based on disability in any programs
21 conducted by federal agencies, receiving federal funds, in federal employment, and in the
22 employment practices of federal contractors.

23 Now, therefore let it be resolved, the National Lieutenant Governors' Association calls on each
24 Lieutenant Governor to encourage elected officials to work with businesses, state governments,
25 and disability and aging leaders to promote policies and prescribe remedies to address the high
26 unemployment rate of people with disabilities.

27 Now, therefore let it be resolved, the National Lieutenant Governors' Association calls on each
28 Lieutenant Governor to review their policies regarding Americans with disabilities in an effort to
29 increase employment opportunities for people with disabilities.

Sponsors: Lt. Govs. Denn (DE) & Bolling (VA); Additional Sponsors: Lt. Govs. Yvonne Prettner
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