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EEO Thought

"Change your thoughts and you change your world".

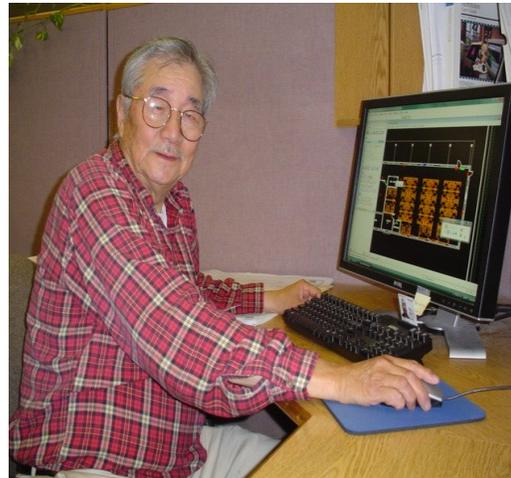
Norman Vincent Peale

EEO Newsletter

VOLUME 5, ISSUE 5

OCTOBER 2011

Mike Chung named as IMCOM Representative for Outstanding Employee with a Disability Award



The Picatinny EEO Office is pleased to announce that Mr. Mike Kuo Chi Chung has been chosen as the Installation Management Command's nominee for the 2011 Department of Defense Employee with a Disability Award. Mr. Chung, a native of Mandarin, China has worked as a government employee for 27 years, all of which he has served at Picatinny Arsenal. Mr. Chung serves as an Engineering Technician for the Directorate of Public Works. Mr. Chung has proven that individuals with disabilities are just as capable as their counterparts who do not have any disabilities. Despite being an individual who has two targeted disabilities (Mr. Chung is deaf and blind in one eye), Mr. Chung's abilities have earned him sev-

eral Special Act Awards and laudatory comments. His supervisor, Richard Havrisko, Director of Public Works, commends Mr. Chung on his superb work ethic, "The longer you are around Mike, the more you understand that he has a great deal to offer. We have never found anything that Mike will not attempt and eventually master. Mike's ability as a draftsman soon translated into his going into the field to take project measurements. Mike has the ability to see how a project should fit together and with very little guidance, produces outstanding drawings and designs." During his 27 years of Government Service, Mr. Chung has defied the myth that an individual with disabilities is not able to make valuable contributions to the work force. Mr. Chung exhibits selfless service not only on his job, but in his personal life as well. Mr. Chung annually participates in a fishing derby for children with disabilities. He is a true credit to himself, Picatinny Arsenal and the Federal Government. If you see Mr. Chung around and about, please congratulate him. Congratulations Mike!

Reasonable Accommodation

Reasonable accommodation is defined by the Equal Employment Opportunity Commission as any change in the work environment or in the way things are customarily done that enables an employee or an applicant for employment with a disability to enjoy equal employment opportunities. There are three categories of reasonable accommodations. These accommodations are:

- (1) Modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires; or
- (2) Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or
- (3) Modifications or adjustments that enable a covered entity's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

Reasonable accommodation must be provided to qualified employees and applicants for employment with disabilities regardless of whether they work part-time or full-time or are considered "probationary". Generally, the individual with a disability must inform the employer that an accommodation is needed. There are a number of possible reasonable accommodations that an employer may have to provide in connection with modifications to the work environment or adjustments in how and when a job is performed.

These include:

- Ensuring that existing facilities are accessible;
- Job restructuring;
- Part-time modified work schedules;
- Acquiring or modifying equipment;
- Changing test, training materials, or policies;
- Providing qualified readers or interpreters; and
- Reassignment to a vacant position.

A modification or adjustment is "reasonable" if it seems reasonable on its face, i.e., ordinarily or in the run of cases; this means it is "reasonable" if it appears to be "feasible" or plausible". An accommodation must also be effective in meeting the needs of the individual. A reasonable accommodation enables an employee with a disability to perform the essential functions of their duties. Similarly a reasonable accommodation enables an applicant with a disability to have an equal opportunity to participate in the application process and to be considered for a job.

Requesting Reasonable Accommodation

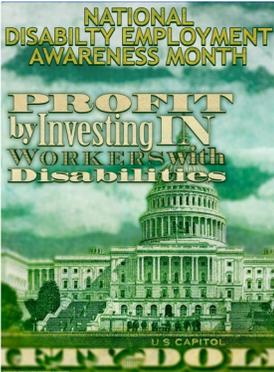
When an individual decides to request reasonable accommodation, the individual or his/her representative must let the employer know that she/he need an adjustment or change at work for a reason related to a medical condition. While an individual with a disability may request a change due to a medical condition, this request does not necessarily mean that an employer is obligated to provide the change. A request for reasonable accommodation is the first step in an informal, interactive process between the individual and the employer. Before addressing the merits of the accommodation request, the employer needs to determine if the individual's medical condition meets the American with Disabilities Act's definition of "disability", a prerequisite for the individual to be entitled to a reasonable accommodation.

Undue Hardship

The only statutory limitation on an employer's obligation to provide "reasonable accommodation" is that no such change or modification is required if it would cause "undue hardship" to the employer. "Undue hardship" is defined as significant difficulty or expense and focuses on resources and circumstances of the particular employer in relationship to the cost or difficulty of providing a specific accommodation. Undue hardship refers not only to financial difficulty, but to reasonable accommodations that are unduly extensive, substantial, or disruptive, or those that would fundamentally alter the nature or operation of the mission. An employer must assess on a case-by-case basis whether a particular reasonable accommodation would cause undue hardship.

For more information on Reasonable Accommodation, please contact the EEO Office at (973) 724-6368/6953/6367.

National Disability Employment Awareness month



What is National Disability Employment Awareness Month?

National Disability Employment Awareness Month is when we recognize the contributions of Individuals with Disabilities in the workforce. Congress designated each October as National Disability Employment Awareness Month (NDEAM). The Office of Disability Employment Policy has the lead in planning NDEAM activities and materials to increase the public's awareness of the contributions and skills of American workers with disabilities. Various programs carried out throughout the month also highlight the specific employment barriers that still need to be addressed and removed. This effort to educate the American public about issues related to disability and employment actually began in 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." According to the United States Department of Labor, in 1962, the word "physically" was removed

to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month."

National Disability Employment Awareness Month celebrates and recognizes the accomplishments in the workplace of men and women with disabilities and reaffirms the commitment to ensuring equal employment opportunities to all citizens.

National Disability Employment Awareness Month had its origins in 1945, when Congress passed House Joint Resolution 23. This resolution established the first week in October as "National Employ the Physically Handicapped Week." The purpose of this resolution was to enlist support for the employment of physically handicapped workers. This resolution further requested the President to issue an annual proclamation for this week.

In 1947 President Truman established the "President's Committee on National Employ the Physically Handicapped Week." This Committee assumed the responsibility of coordinating events and generating publicity for the week. Subsequently in 1949, Congress authorized an annual appropriation for the committee, and in 1954 in the Amendments to the Vocational Rehabilitation Act Congress directed the Committee to work with state and local authorities to promote job opportunities for the physically handicapped. In 1955 President Eisenhower issued Executive Order No. 10640, which established the committee as a permanent organization and renamed it the "President's Committee on Employment of the Physically Handicapped."

President Kennedy issued Executive Order 10994 in 1962 again renaming the Committee as the "President's Committee on Employment of the Handicapped." This executive order also significantly expanded the Committee's charge by instructing it to develop employment opportunities for both the physically and mentally handicapped. Recognizing this change, Congress passed Public Law 91-442 in 1970 renaming "National Employ the Physically Handicapped Week" as "National Employ the Handicapped Week." In 1988 President Reagan issued Executive Order 12640 which again renamed and reorganized the committee as the "President's Committee on Employment of People with Disabilities." Later that year Congress passed Public Law 100-630 which expanded "National Employ the Handicapped Week" to a month and renamed this commemoration as "National Disability Employment Awareness Month." Most recently, President Clinton again renamed the committee in Executive Order 13187 as the "President's Disability Employment Partnership Board."

The web site listed below contains resources and information that may be helpful to people dealing with a disability or that know someone with a disability. Being aware of the applicable laws and regulations is a good way to further the government's interest in providing equal employment opportunity to all citizens. It may also help you to assist others by providing valuable resources.

<http://www.whs.mil/library/Disability.htm>

In observance of National Disability Employment Awareness Month, Team Picatinny will be sponsoring a book display featuring the accomplishments of individuals with disabilities. The book display will be located in the lobby of Building 93 from October 17-October 31.

Information retrieved from

Library of Congress at: <http://www.loc.gov/law/help/commemorative-observations/disability-awareness.php>

Rosh Hashanah



Rosh Hashana is the Jewish New Year. It occurs on the first day of the lunar month of Tishrei, which is one of the months of the Jewish calendar. This year, Rosh Hashana begins at sundown Wednesday September 28 and ends at sundown Friday September 30.

The purpose of every Jewish holiday is to remind us to re-experience and bring into our consciousness some theme connected with our relationship with God. Each holiday has its unique theme, and the yearly sequence of themes brings a person step by step to a closer connection with, and awareness of God. The words “Rosh Hashana” literally mean “head of the year”, and the themes of this holiday relate to the very foundations of our relationship with God, just as the head contains the brain, which is a fundamental organ that controls the entire body.

One theme is that Rosh Hashana is the anniversary of God’s creation of the first human, Adam. Adam was the first creature to have free choice, and thus he was the first to have the capability of choosing between good and evil. The creation of Adam marked the beginning of implementation of God’s plan to manifest His presence in this world through humans’ choice to do good.

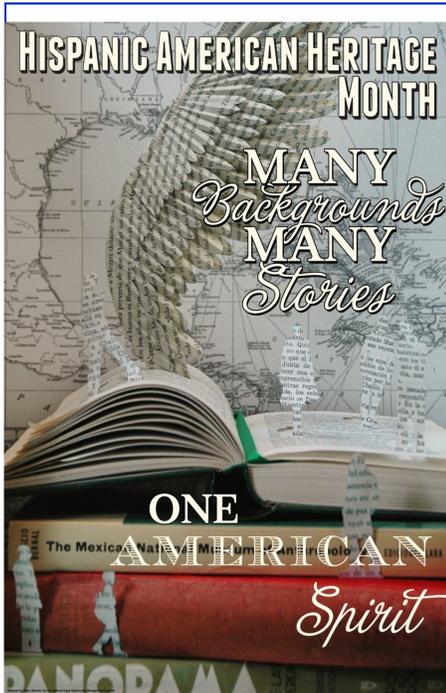
A second theme is that Rosh Hashana is the Day of Judgment, when God evaluates in detail each person’s choices and deeds from the past year. For us in the Army, this evaluation somewhat resembles the annual TAPES evaluation, though it is much more profound and all encompassing. Based on God’s evaluation, He decides what events will happen to the person in the coming year. He decides who will be born, who will die, who will be healthy and who sick, who will be rich and who poor, who will have peace and who will struggle, etc. He “writes”, as it were, all the decrees in His “book of judgment”. Because of the seriousness of this evaluation, Rosh Hashana is described as one of the Days of Awe. During the entire holiday, a Jew stands in awe of the wisdom and power of God’s judgment.

A third theme is recognition of the kingship of God, and willing acceptance of His kingship over us. Once we bring into our awareness God’s profound knowledge of every detail of our life, and His complete control of all aspects of our life, we come to realize that He is our king, the King over all kings. We dedicate ourselves to being loyal subjects of the King, while at the same time enjoying the security that comes from being a subject of the all-powerful and benevolent King.

We perform several observances and ceremonies on Rosh Hashana to help bring these themes into our consciousness with more intensity. The holiday begins, as do all Sabbaths and holidays, with lighting of the candles before sundown. We say special prayers that describe the Rosh Hashana themes in depth, and many of these prayers are said with distinctive tunes that inspire emotions from the depths of the heart. After the evening prayer of the first night, we wish each other a good and sweet year. We wear formal clothes and eat a festive meal, confident that God will judge us mercifully and give us a sweet year. We emphasize eating sweet foods to remind us of our confidence and hope for a sweet year. During the morning services we blow the shofar, a hollowed out ram’s horn. The sounding of the shofar serves as coronation and re-inauguration of God as our king, and at the same time, penetrates the depths of our heart and stirs us to resolve to be faithful subjects of God.

Dr. Naomi Zirkind

Hispanic Heritage Month



Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30 day period.

The term Hispanic, as defined by the U.S. Census Bureau, refers to Spanish-Speaking people in the United States of any race. As of April 2010, the estimated Hispanic population of the United States was 50.5 million, making people of Hispanic origin the nation's largest ethnic race or minority group. Hispanics constituted 16.3 percent of the nation's total population (Defense Equal Opportunity Management Institute).

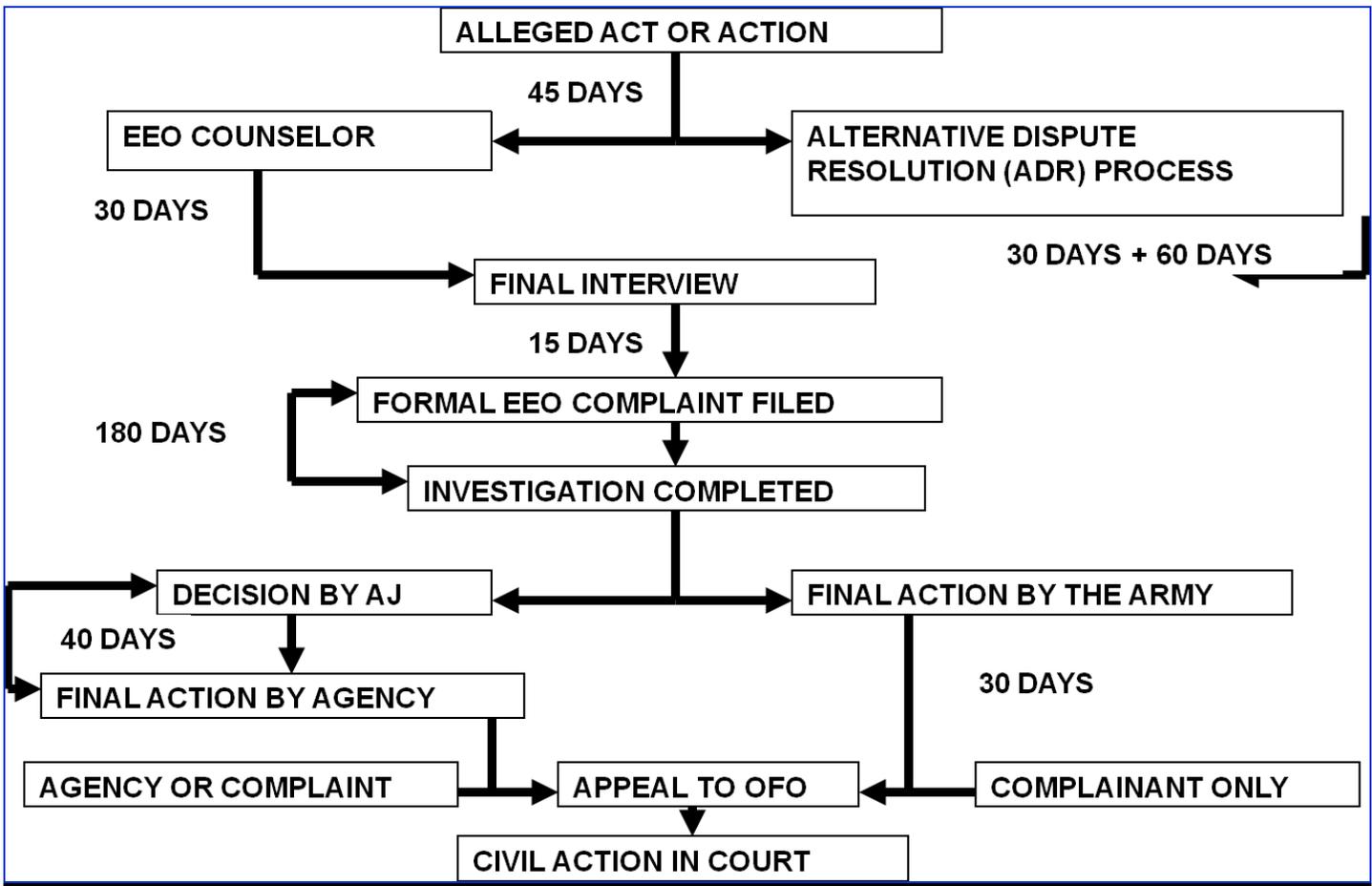
For more information about the contributions that Hispanic American's have made to our country, please view the Defense Equal Opportunity Management's Institute's 2011 Hispanic Heritage Month PowerPoint slide at:

http://www/deomi.org/downloadableFiles/Hispanic_Heritage_Month_2011.ppt

In commemoration of Hispanic Heritage Month, Team Picatinny is sponsoring a book display featuring information about various Hispanic Countries, traditions, events and contributions made by Hispanics. The book display is located in the lobby of Building 93. The books will be on display until October 15, 2011.

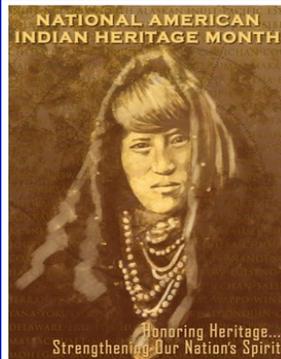
Overview of the EEO Complaint Process

* Days reflected are Calendar Days NOT Business Days



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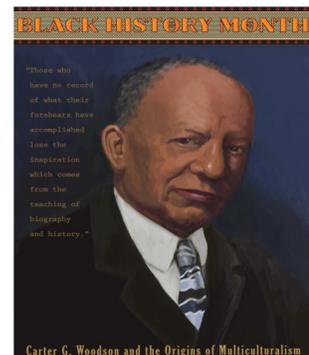
Upcoming EEO Events and Observances



November 1 thru
 November 30 2011
 Event TBD



January 15, 2012
 Event TBD



February 1 thru
 February 28, 2012
 Event TBD