

~~CONFIDENTIAL - ON THE BASIS OF THE ABOVE INFORMATION~~

DRAFT PROCLAMATION

National Disability Employment Awareness Month, 1993

By the President of the United States of America

A Proclamation

The United States has long been the world's leading champion of the civil rights of individuals, and it is only natural that we now serve in the forefront of efforts to ensure equal opportunity for all persons with disabilities. Inspired by the passage of the Americans with Disabilities Act (ADA) on July 26, 1990, scores of other nations have been motivated to reexamine the challenges faced by their citizens with disabilities. The ADA, which prohibits discrimination in employment, public accommodations, transportation and communications, provides a practical and realistic model for people everywhere as it affirms our commitment to ensuring that Americans with disabilities are not excluded from our Nation's cultural and economic mainstream. People are first and foremost in our Nation.

Together we have begun to shift disability policy in America away from exclusion, towards inclusion; away from dependence, towards independence; away from paternalism and towards empowerment of all American people.

And we have made a firm commitment - a national pledge of civil rights for people with disabilities - to enforce the Americans with Disabilities Act. We cannot be satisfied until all citizens with disabilities receive equal treatment under the law, whether in the workplace, school, government, or the courts. We will not be satisfied as a nation until we have fully implemented the laws offering equal opportunity for Americans with disabilities, including the ADA and the Rehabilitation Act of 1973.

As President, I am committed to the fact that we do not have a single person to waste, and it is absolutely clear to me that this includes the 43 million talented Americans with disabilities who can and want to contribute if trained and educated like everyone else, and are allowed to give their full talents to building a better tomorrow. We have a duty to ensure that people do come first in our Nation.

As we work to achieve harmonious implementation of the Americans with Disabilities Act, we will open doors of opportunity for millions of people, thereby expanding the ranks of the employed and expanding the ranks of consumers, which will generate productivity and profits for business while enabling individuals and families to pursue the real American Dream.

Our Nation can ill afford to waste this vast untapped source of knowledge, skills and talent. In addition to being costly -

over \$300 billion is expended annually at the Federal, State and local levels to support potentially productive people - this waste of human ability cannot be reconciled with our tradition of individual dignity, self-reliance and empowerment through opportunity and hard work.

The vast majority of citizens with disabilities want to lead full, independent and productive lives. They want to work; they want to pay their fair share of taxes; they want to be self-supporting citizens. To employ these determined Americans is to make a wise investment in our Nation's future.

I congratulate the small business and industry leaders, labor leaders and community leaders from all walks of life who are working together to implement the ADA, and I commit the resources and cooperation of the Federal Government. Our ongoing progress is testimony to the fundamental vitality and openness of our free enterprise system and to our abiding commitment to civil rights for all. Every American needs a chance to contribute. Our work is far from finished. America needs the continued leadership of every citizen to fulfill the promise of the Americans with Disabilities Act.

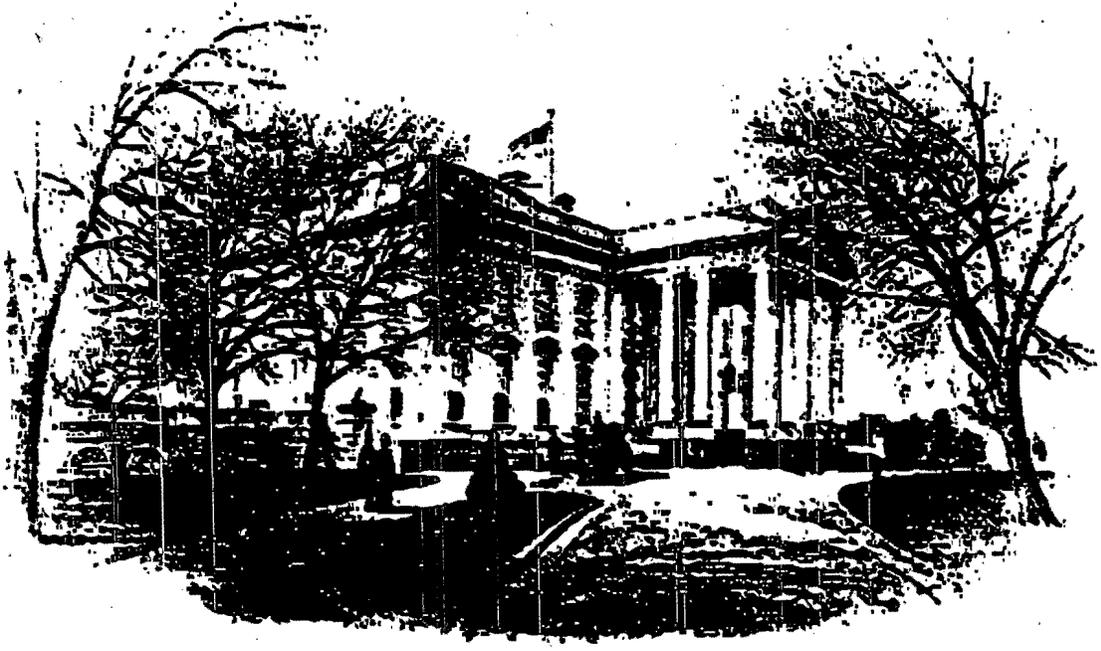
The Congress, by joint resolution approved August 11, 1945, as amended (36 U.S.C. 155) has called for the designation of October of each year as "National Disability Employment Awareness Month." This month is a special time for all Americans to recognize the tremendous potential of citizens with disabilities and to renew our commitment to equal opportunity for them, as for every citizen.

NOW, THEREFORE, I, WILLIAM J. CLINTON, President of the United States of America, do hereby proclaim October 1993 as National Disability Employment Awareness Month. I call on all Americans to observe this month with appropriate programs and activities that affirm our determination to fulfill both the letter and the spirit of the 1990 Americans with Disabilities Act.

IN WITNESS WHEREOF, I have hereunto set my hand this ____ day of September, in the year of our Lord nineteen hundred and ninety-three, and of the Independence of the United States of America the two hundred and eighteenth.

William J. Clinton

EXECUTIVE OFFICE OF THE PRESIDENT



FACSIMILE TRANSMITTAL SHEET

Number of pages including cover 4

Date October 1, 1993

To Stanley Hertz

FAX Number X7028

Comments Roslyn suggested that I fax this to you. We need clearance on the language that was submitted by the Dept. of Labor. We need this by C.O.B. Today. Thanks.

From Steve Disher, Pres. J.T.O. Co.

*Any changes
necessary?*

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Together in America we have begun shifting disability policy from exclusion to inclusion; from dependence to independence; from paternalism to empowerment. And we have made a firm commitment -- a national pledge of civil rights for people with disabilities -- to enforce the Americans with

Disabilities Act. We cannot be satisfied until all citizens with disabilities receive equal treatment under the law, whether in the workplace, in schools, in government, or in the courts. We will not be satisfied as a Nation until we have fully implemented the laws that offer equal opportunity for Americans with disabilities, including the ADA and the Rehabilitation Act of 1973.

We do not have a single person to waste. ~~The vast majority~~ of citizens with disabilities want to lead full, independent, and productive lives. They want to work; they want to pay their fair share of taxes; they want to be self-supporting citizens. America must enable the 43 million talented Americans with

disabilities to contribute by offering them the ~~same~~ ^{individualized} training and education we offer everyone else.

Our Nation can ill afford to waste this vast ^{and only partially} untapped source of knowledge, skills, and talent. In addition to being costly -- over \$300 billion is expended annually at the Federal, State, and local levels to support potentially productive people -- this waste of human ability cannot be reconciled with our tradition of individual dignity, self-reliance, and empowerment through opportunity and hard work. As we ~~work to~~ ^{thorough and} achieve harmonious implementation of the Americans with Disabilities Act, we will open doors of opportunity for millions of people, thereby expanding, not only the ranks of the employed, but also the ranks of consumers. ^{These} Thus, individuals and ^{their} families will be able to pursue the real American Dream.

I congratulate the small business and industry leaders, labor leaders, and community leaders from all walks of life who are working together to implement the ADA, ^{and the Rehabilitation Act} and I commit the resources and cooperation of the Federal Government.

Our ongoing progress attests to the fundamental vitality and openness of our free enterprise system and to our abiding

commitment to civil rights for all. Every American needs a chance to contribute. Our work is far from finished. America needs the continued leadership of every citizen to fulfill the promise of the Americans with Disabilities Act^{and related laws.}

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IN WITNESS WHEREOF, I have hereunto set my hand this
day of , in the year of our
Lord nineteen hundred and ninety-three, and of the Independence
of the United States of America the two hundred and eighteenth.

~~... .. my, messages, X 1401~~

fax no. X2806

Revised 7/9/93

DRAFT DRAFT

Spread →
Carol

MEMORANDUM: IMPLEMENTATION OF A NATIONAL DISABILITY POLICY

Peter John
M. ...

PURPOSE OF THE MEMORANDUM

The purpose of this memorandum is to:

(1) set forth the principles that will guide my administration in the development, implementation, and evaluation of a national disability policy; and

(2) establish an action plan to ensure that all agencies and departments within the Federal government fully implement this national disability policy.

PRINCIPLES GOVERNING NATIONAL DISABILITY POLICY

1. In order to ensure that individuals with disabilities fully participate in all aspects of American society, we need a national disability policy based on three simple creeds: inclusion, not exclusion; independence, not dependence; and empowerment, not paternalism.

2. It is critical that our national disability policy recognize that disability is a natural part of the human experience and in no way diminishes the right of an individual to:

- enjoy equal opportunity,
- live independently,
- enjoy self-determination,
- make choices,
- contribute to ones family, community, state and the nation,
- pursue meaningful careers, and
- enjoy full inclusion and integration in all aspects of American society.

3. It is also critical to recognize that some individuals with disabilities and their families require services and supports to meet their unique needs.

ESSENTIAL STEPS TO ACHIEVE NATIONAL DISABILITY POLICY

1. Congress has enacted several laws that reflect these principles, including the Americans with Disabilities Act, the Individuals with Disabilities Education Act, and the Rehabilitation Act of 1973. Comprehensive implementation and vigorous enforcement is necessary to transform the promises of these laws into realities.

2. Certain federal laws enacted by Congress and certain regulations and policies issued by Federal agencies and

departments are inconsistent, in whole or in part, with these principles. For example, existing the Social Security Program still includes disincentives to work. These policies shall be thoroughly reviewed and, where necessary, revised.

3. New legislation and other new policy initiatives under consideration (such as reform of health care, long-term services, and education, and national service) and regulations, and policies under consideration by federal departments and agencies shall also conform to these principles.

4. Federal departments and agencies shall engage in practices and methods of administration that are consistent with title V of the Rehabilitation Act of 1973 (relating to nondiscrimination in the conduct of federal programs and affirmative action in employment) and with these principles, including:

- taking meaningful steps to hire qualified people with disabilities (including those with significant disabilities who may require reasonable accommodations), such as maximizing incentives for supervisors and managers to hire such individuals;

- taking step to hire people knowledgeable about the capabilities, competencies, and goals of individuals with disabilities and the programs from which they can benefit;

- taking appropriate steps to ensure effective and meaningful opportunity to participate in programs, projects, and activities conducted by agencies and departments, including ensuring program accessibility and the provision of necessary auxiliary aids and services; and

- securing meaningful input from and involvement of individuals with disabilities and their families, advocates, and authorized representatives in day-to-day and long-range policy and implementation activities.

DEVELOPMENT OF AN ACTION PLAN

Within 90 days of the issuance of this Directive, the Interagency Disability Coordinating Council established pursuant to section 507 of the Rehabilitation Act of 1973, in conjunction with the head of the Office of Presidential Personnel, the Office of Personnel Management, and the Office of Management and Budget shall establish an action plan for implementing this directive by all agencies and departments of the federal executive branch, including the Office of Presidential Personnel, the Office of Personnel Management, and the Office of Management and Budget.

The action plan shall include specific goals, objectives, strategies, task assignments, and specific outcomes and criteria for measuring success. The plan shall be consistent with the

principles governing a national disability policy and describe how the essential steps to achieving a national disability policy will be carried out by each department.

Each agency or department shall, at a minimum:

-appoint a liaison to facilitate communication with the disability community;

-conduct disability awareness programs, particularly for supervisors and managers; and

-establish a working group of employees with disabilities, individuals with disabilities who do not work for the agency or department, and advocates and organizations representing individuals with disabilities to meet with senior political appointees to discuss compliance with this directive and with federal civil rights laws by the agency or department.

SPECIFIC ACTIONS RELATING TO THE IMPLEMENTATION AND ENFORCEMENT OF THE AMERICANS WITH DISABILITIES ACT.

1. The Americans with Disabilities Act will be fully implemented and aggressively enforced in order to create a framework for ensuring that individuals with disabilities enjoy full independence, inclusion, and empowerment.

2. It is apparent to all, both inside and outside of the Federal government, that the current level of resources dedicated to ADA enforcement and technical assistance is inadequate in light of the vast numbers of individuals and entities that need to be reached and the ever-increasing number of complaints requiring investigation.

3. Attorney General Reno shall take all possible steps within her Department to increase the ADA resources of the Civil Rights Division without undermining other vital priorities of the Department.

4. I am directing Leon Panetta, the director of the Office of Management and Budget to provide additional resources for ADA technical assistance and enforcement that reflect this high priority within the Fiscal Year 1995 Budget.

**PRIORITY**

President's Committee on Employment
of People with Disabilities

TO: Stan Herr
Public Policy Fellow
Office of Domestic Policy Advisor to the President
The White House
FAX: 456-7028

FROM: Wilson Hulley *Wilson* 376-6875
Special Assistant

DATE: September 28, 1993

SUBJECT: Disability issues

Enclosed is the final draft of President Clinton's Proclamation for October - National Disability Employment Awareness Month, 1993. The majority of the text was taken from the President's previous public statements. We have other published statements which we will share with you on Monday, October 04, 1993 during lunch here in our office. Debbie Fine (Office of Public Liaison) has the draft for final signing.

With regards to Rick's incident with United. Here are a number of news clips and editorials. So far we have received in excess of 125 news clips. USA TODAY editorial really put the right words to paper.

We look forward to meeting with you on Monday.



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Together we have begun shifting disability policy in America from exclusion to inclusion; from dependence to independence; from paternalism to empowerment. And we have made a firm commitment—a national pledge of civil rights for people with disabilities—to enforce the Americans with Disabilities Act. We cannot be satisfied until all citizens with disabilities receive equal treatment under the law, whether in the workplace, in schools, in government, or in the courts. We will not be satisfied as a Nation until we have fully implemented the laws that offer equal opportunity for Americans with disabilities, including the ADA and the Rehabilitation Act of 1973.

We do not have a single person to waste. Citizens with disabilities want to lead full, independent, and productive lives. They want to work; they want to pay their fair share of taxes; they want to be self-supporting citizens. America must enable the 43 million talented Americans with disabilities to contribute by offering them the individualized training and education we offer everyone else.

Our Nation can ill afford to waste this vast and only partially tapped source of knowledge, skills, and talent. In addition to being costly—over \$300 billion is expended annually at the Federal, State, and local levels to financially support potentially independent individuals—this waste of human ability cannot be reconciled with our tradition of individual dignity, self-reliance, and empowerment. As we work to achieve thorough and harmonious implementation of the Americans with Disabilities Act, we will open the doors of opportunity for millions of people, thereby expanding, not only the ranks of the employed, but also the ranks of consumers. These individuals and their families will thus be able to pursue the real American Dream.

I congratulate the small business and industry leaders, labor leaders, and community leaders from all walks of life who are working together to implement the ADA and the Rehabilitation Act, and I commit the resources and cooperation of the Federal Government toward that effort. Our ongoing progress attests to the fundamental vitality and openness of our free enterprise system and to our abiding commitment to civil rights for all. Every American needs a chance to contribute. Our work is far from finished. America needs the continued leadership of every citizen to fulfill the promise of the Americans with Disabilities Act and related laws.

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IN WITNESS WHEREOF, I have hereunto set my hand this sixth day of October, in the year of our Lord nineteen hundred and ninety-three, and of the Independence of the United States of America the two hundred and eighteenth.

William Clinton



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