AGN. NO._____

MOTION BY SUPERVISOR JANICE HAHN September 29, 2026

Proclaiming Disability Employment Awareness Month in the County of Los Angeles

National Disability Employment Awareness Month, is observed every October to raise awareness about disability employment, promote inclusive workplace practices, and expand opportunities for people with disabilities to work and build careers. Any workforce is stronger, more productive, resilient, and diverse when it includes people with disabilities. It is important to recognize the contributions of workers with disabilities and call to attention the barriers that still keep too many people out of the workforce. According to the U.S. Department of Labor, in July 2026, only 38.3% of working-age people with disabilities were employed, compared with 75% of people without disabilities. For people with intellectual and developmental disabilities, opportunities for competitive, integrated employment are even more limited.

The County of Los Angeles (County) is pleased to align with national efforts by proclaiming October as the Disability Employment Awareness Month as we celebrate the value and talent workers with disabilities bring to the County workplace. The Americans with Disabilities Act and the Fair Housing and Employment Act are civil rights laws that help protect individuals with disabilities from discrimination in the workplace. These policies focus on creating equitable opportunities in the workplace by requiring employers to implement non-discriminatory practices and provide reasonable accommodations.

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Together, these policies provide a comprehensive framework that helps individuals with disabilities participate fully in the workforce while ensuring that employers understand their obligations to foster inclusive environments. The County strongly supports equal employment opportunities and has been committed to improving job quality, as well as creating access to good jobs that are inclusive and free from discrimination.

The County acknowledges the importance of integrating principles from the Good Jobs Initiative led by the Department of Labor to create equitable, sustainable, and resilient job opportunities for all, including individuals with disabilities. Additionally, there is still a need for policy changes that further improve inclusion and equity, not only for disabled workers, but also for disabled individuals who are not in the workforce. We must continue to raise awareness and work toward meeting the unique needs of workers with disabilities by improving access to equal employment opportunities. This will continue to highlight the role people with disabilities have played in shaping workplaces, communities, and the economy.

I, THEREFORE, MOVE that the Board of Supervisors:

1. Proclaim the month of October 2026 as “Disability Employment Awareness Month” in the County of Los Angeles.
2. Instruct the Director of Personnel to:
    a. Promote awareness, provide educational tools, and distribute resources throughout the County workforce;
    b. Continue efforts to enhance training and advocacy related to disability compliance for departmental disability coordinators, supervisors, managers, Department Heads, and County Counsel; and

c. Host the annual Disability Employment Symposium in partnership with the Aging and Disabilities Department and the Los Angeles County Commission on Disabilities during Disability Employment Awareness Month to support capacity building for departmental Disability Management Coordinators Countywide.

3. Call upon all Department Heads to become familiar with and uphold the applicable disability laws that impact their staff and actively support efforts that inform and educate staff on their responsibilities in fostering a compliant and inclusive environment for individuals with disabilities.

4. Encourage all managers to learn about the disability process and protection of disabled employees under the law, and to ensure that they exemplify the County's commitment to supporting and ensuring timely access to the disability process as needed.

I, FURTHER MOVE, that the Board of Supervisors direct the Human Resources Department, in collaboration with the Departments of Aging and Disabilities and Economic Opportunities to raise awareness of disability or neurodiverse programs, job opportunities, accommodation resources, and education to the County workforce to ensure a continued, inclusive environment for all.

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