

**National Disability Employment Awareness Month  
2009**

*USDA is an equal opportunity provider and employer.*

**NEVER CONFUSE DISABILITY WITH CAPABILITY**

- Harriet Tubman-Led the Underground Railroad-Vision Impaired*
- Theodore Roosevelt-26th U.S. President-Epilepsy & Vision Impaired*
- Danny Glover-Famous Actor & Humanitarian-Epilepsy*
- Sir Isaac Newton-Revolutionary Scientist-Psychosis*
- Helen Keller-World Famous Speaker & Author-Deaf & Blind*
- Franklin Roosevelt-32nd U.S. President-Vision Impaired*
- Bruce Willis-Famous Actor & Singer-Speech Disorder*

*“Expectation plus opportunity equals full participation”*

*Helping People Help the Land*

United States Department of Agriculture  
Natural Resources Conservation Service

Marty Bright-Rivera

Disabilities Emphasis Program Manager

# DISABILITIES EMPHASIS PROGRAM

## PLAN OF WORK

### FY-2010

#### OBJECTIVE 1 - Enhance and Promote USDA-NRCS Civil Rights Program and Equal Opportunity in South Carolina

<u>Action Items</u>	<u>Begin</u>	<u>End</u>
1. Work with Civil Rights Committee to review and update CR Plan Of Work as needed.	10/09	9/10
2. Assist Human Resources in Developing and implementing the AEP plan and review annually.	10/09	9/10
3. Assist in conducting Civil Rights/Quality Reviews in Field Offices, evaluating the strengths and weakness of the Statewide civil rights program delivery.	10/09	9/10
4. Maintain working Relationship with personnel at the SC Department of Vocational Rehabilitation throughout the year.	10/09	9/10

5. Maintain working Relationship with personnel at the Veterans' Vocational Rehabilitation throughout the year.	10/09	9/10
6. Assist with update of EO/CR poster and distribution to all offices. <b>Completed 10/09</b>	10/09	9/10
7. Assist Human Resources in recruiting a diverse workforce and carrying out recruitment in accordance to AEP plan.	10/09	9/10
8. Assist with statewide Cultural Diversity Day (CDD).	10/09	9/10
9. Help prepare an annual Civil Rights Report.	10/09	9/10

<u>Action Items</u>	<u>Begin</u>	<u>End</u>
10. Help select candidates for the Annual State Civil Rights/EEO Award.	10/09	9/10
11. Update the DEP portion of CR web site and to serve as a resource for employees and to promote the CR committee in South Carolina.	10/09	9/10
12. Request voluntary information on disabilities and accommodation needs for current workforce.	10/09	9/10
13. Work with Outreach Coordinator by getting building accessibility reports from field offices that are not user friendly and work with them to improve their standing.	10/09	9/10

## OBJECTIVE 2 - Help Provide Adequate Civil Rights Training to All Employees

<u>Action Items</u>	<u>Begin</u>	<u>End</u>
1. Provide updated information on issues affecting people with disabilities to the entire state.	10/09	9/10
2. Provide updated workplace violence information to the entire state.	10/09	9/10
3. Provide information relative to the Disabilities Emphasis Program during October.	10/09	9/10

## OBJECTIVE 3 - Assist in Outreach

<u>Action Items</u>	<u>Begin</u>	<u>End</u>
1. Write an annual plan of work for Disabilities Emphasis Program Manager Completed 2/09	10/09	10/10
2. Attend the USDA Grad School “ <i>Roles and Responsibilities of the EEO Advisory Committee</i> ” course.	10/09	9/10
3. Attend the NRCS designated SEPMS Conference.	10/09	9/10
4. Write two articles on Persons with Disabilities or something else related to the DEP, to be included in Current Developments Newsletter.	10/09	9/10
5. Serve on state, regional, and national committees to discuss issues and concerns to persons with disabilities.	10/09	9/10

6. Provide counseling to Employees identified as disabled to assist with the completion of their for reasonable accommodations. 10/09 9/10

### OBJECTIVE 4 - Assist in Providing Title VI and Title VII Training to Field Offices

<u>Action Item</u>	<u>Begin</u>	<u>End</u>
1. Assist in Title VI (programs) Title VII (employment) training	10/09	9/10
2. Assist the Outreach Coordinator in providing CR training module information.	10/09	9/10

