

Northern Utah Human Resource Association

February 2018 Issue
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NEWSLETTER



Utilizing Individuals with Disabilities

On January 18th, Leah Lobato from the Utah Department of Workforce Services reminded us during our luncheon of the critical role HR professionals play in hiring and retaining disabled individuals. Some key points from her presentation are below.

- The ADAAA prohibits discrimination against qualified individuals with disabilities. A disability is defined as an impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment.
- Anyone with a disability, whether obvious to others or not, who fits the definition of disability is given the protections of the ADA.
- Of the 56.7 million Americans with reported disabilities, 25% are mentally disabled. That number is likely to be much higher, but there is stigma associated with mental disabilities and a fear of others' judgements that keeps people from acknowledging them.
- Companies can require equal credentials of all applicants so as to not unfairly promote disabled individuals. However, if providing a reasonable accommodation can be made, then employers should only assess the applicants' abilities to perform the essential functions of the job.
- The ADA is not affirmative action, and it is important to "Recruit, hire, promote, fire the most deserving person."

Upcoming Events

We have most of the year planned out and submitted to HRCI and SHRM for recertification credits.

Here's a preview of what the next few months have in store:

- February 15, Melissa Ceballos will present Aging Workforces: How to Help Your Employees Retire Successfully
- March 15, Dr. Tyson Bradford will present Wellness Strategies for 2018
- April 19, Jeff Vanek will present A Model for Creating Employee Engagement

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