A CONCURRENT RESOLUTION

SUPPORTING THE EMPLOYMENT OF PERSONS WITH DISABILITIES AND ENCOURAGING ARIZONA BUSINESSES TO HIRE PERSONS WITH DISABILITIES.

(TEXT OF BILL BEGINS ON NEXT PAGE)
Whereas, every day, Americans with disabilities enrich our communities and businesses as leaders, entrepreneurs and innovators with unique talents to contribute and points of view to express; and

Whereas, currently, only 20.3% of Americans with disabilities, including veterans who develop disabilities while serving our country, participate in the labor force; and

Whereas, the unemployment rate among persons with disabilities is 11.2%, which is more than double the unemployment rate among persons without disabilities; and

Whereas, the Americans with Disabilities Act (ADA) prohibits discrimination in employment against qualified individuals on the basis of disability, which the ADA defines as a physical or mental impairment that substantially limits a major life activity, such as hearing, seeing, speaking, walking, breathing, performing manual tasks, caring for oneself, learning or working; and

Whereas, an employer is required to provide a reasonable accommodation to an employee with a disability unless the accommodation would be an undue hardship that would require significant difficulty or expense; and

Whereas, twenty-five years after the passage of the ADA, the employment rate of people with disabilities remains unacceptably low; and

Whereas, employment opportunity means economic self-sufficiency, independence and a chance at the American dream; and

Whereas, many unemployed individuals with disabilities are ready, able and willing to work.

Therefore be it resolved by the House of Representatives of the State of Arizona, the Senate concurring:

That the Members of the Legislature support the employment of persons with disabilities and encourage Arizona businesses to hire persons with disabilities.

PASSED BY THE HOUSE FEBRUARY 19, 2015.

PASSED BY THE SENATE MARCH 30, 2015.