

State of Arizona  
House of Representatives  
Fifty-second Legislature  
First Regular Session  
2015

## **HOUSE CONCURRENT RESOLUTION 2029**

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)

1           Whereas, every day, Americans with disabilities enrich our communities  
2 and businesses as leaders, entrepreneurs and innovators with unique talents  
3 to contribute and points of view to express; and

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

7           Whereas, the unemployment rate among persons with disabilities is  
8 11.2%, which is more than double the unemployment rate among persons without  
9 disabilities; and

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

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

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

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

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

25 Therefore

26 Be it resolved by the House of Representatives of the State of Arizona, the  
27 Senate concurring:

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

PASSED BY THE HOUSE FEBRUARY 19, 2015.

PASSED BY THE SENATE MARCH 30, 2015.

FILED IN THE OFFICE OF THE SECRETARY OF STATE MARCH 31, 2015.