



**SNOHOMISH COUNTY COUNCIL**  
**Snohomish County, Washington**

**RESOLUTION NO. 22-052**

**RECOGNIZING THE MONTH OF OCTOBER AS DISABILITY EMPLOYMENT  
AWARENESS MONTH IN SNOHOMISH COUNTY**

**WHEREAS**, the purpose of National Disability Employment Awareness Month is to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities; and

**WHEREAS**, Public Law 176 was signed in 1945 to designate the first week in October as "National Employ the Physically Handicapped Week" and in 1962 the word "physically" was removed to recognize the employment needs of all Americans; and

**WHEREAS**, Congress, in 1988, expanded the week to a month and changed its name to National Disability Employment Awareness Month with this year's theme of "Disability: Part of the Equity Equation"; and

**WHEREAS**, individuals with disabilities add significant value and talent to our workforce and economy, offering employers diverse perspectives on how to tackle challenges and achieve success; and

**WHEREAS**, studies have shown that employees with developmental disabilities have lower absenteeism, meet and exceed performance with their co-workers, and have contagious positive attitudes improving employee morale, all contributing to a company's bottom line; and

**WHEREAS**, Snohomish County proudly provides paid, competitive employment opportunities for individuals with developmental disabilities in integrated work settings with appropriate ongoing support from a job coach; and

**WHEREAS**, Sherwood Community Services is an independent, non-profit organization with a Vocational Services Program that provides opportunities and assistance for people with disabilities to find and retain employment; and

**WHEREAS**, Sherwood's Vocational Services Program provides supported employment, working with employers, job coaches and the employee, integrating work settings with ongoing support with the goal that the needs of the employer and employee are both met with long-term success;

**NOW, THEREFORE, BE IT RESOLVED**, that the Snohomish County Council does hereby recognize October as Disability Employment Awareness Month in Snohomish County, is grateful for Sherwood's Vocational Services Programs, and encourages Snohomish County companies to consider employment of those with disabilities and for all County residents to create inclusive environments for all individuals living with disabilities.

**APPROVED** this 27<sup>th</sup> day of September, 2022.

**Megan Dunn**  
Council Chair

**Jared Mead**  
Council Vice-Chair

**Sam Low**  
Councilmember

**Nate Nehring**  
Councilmember

ATTEST:

  
**Debbie Eco, CMC**  
Clerk of the Council