

A Policy Agenda sets out clearly, for all audiences, the basis of an organization's advocacy efforts. It is designed to present a clear message to both internal and external stakeholders. It serves as a vehicle to align ourselves with and support other disability groups.

### **LPA Employment Policy Agenda (Proposed)**

LPA supports the greater disability community in efforts that increase the overall rate of employment for people with disabilities (and specifically people with dwarfism) through:

- Supporting access to healthcare and other necessary benefits so that individuals with dwarfism are encouraged to be active members of the American workforce.
- Encouraging the expansion of easily accessible employment support services and vocational rehabilitation through the effective re-authorization of the Workforce Investment Act\*
- Supporting the enforcement of current anti-discrimination and civil rights laws that create an effective and harassment free workplace as well as efforts of workplace anti-bullying initiatives
- Promoting current efforts to increase the federal hiring and promotion of people with disabilities\*

### **LPA Internal Employment Message (Proposed)**

LPA supports for members in their careers in a variety of ways, specifically:

- LPA provides educational programming at the national and local level so that members have resources and tools to advocate for themselves
- LPA promotes peer networking amongst its members as an effective way to increase awareness about career fields and to exchange ideas and resources
- LPA, as a national non-profit organization, supports members in their chosen careers but does not promote or endorse specific products, businesses, or commercial enterprises.

Notes:

\*The Workforce Investment Act funds job training programs and vocational rehabilitation programs through federal funds and/ or federal- state match. It has not been re-authorized since its inception in 1998.

\*Last summer, President Obama signed an Executive Order on the 20<sup>th</sup> Anniversary of the Americans with Disabilities Act to increase the hiring of people with disabilities by the federal government. It not only addresses the need for the federal government to recruit and hire more people with disabilities but also the need to retain and promote federal employees with disabilities. Unlike similar declarations from previous administrations, this initiative has specific benchmarks that are continually monitored by the Office of Personnel Management.