



USAG FORT BELVOIR

EQUAL EMPLOYMENT OPPORTUNITY

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FROM THE DIRECTOR

First, I want to congratulate and welcome our new EEO Collateral Duty Counselors who recently completed thirty-six hours of Headquarters Department of the Army Equal Employment Opportunity Counselor's certification training! The counselors are volunteers who were nominated and selected to participate in the program. Having completed this certification training, the counselors are afforded an opportunity to work and gain experience in the EEO arena. They perform their EEO duties in addition to their primary duties and responsibilities. Equal Employment Opportunity Collateral Duty counselors are important and play an active role in our success.

Again, welcome and congratulations!!!!!!

Olga C. Bryant, EEO Director



The Fort Belvoir Equal Employment Opportunity Collateral Duty Counselors, Class 5-11. Facilitated by Mrs. Carol Page, Complaints Manager of the Installation Command, San Antonio, TX and Mrs. Denise Wallace, Director of Human Resources, Fort Drum, NY.

*Hating people
because of their
color is wrong.
And it doesn't
matter which color
does the hating.
It's just plain
wrong.*

By: Muhammad Ali

Alternative Dispute Resolution (ADR)

PREFERRED METHOD WITHIN ARMY IS MEDIATION

It is Army policy to encourage the voluntary use of alternative dispute resolution processes, such as mediation and facilitation, to resolve administrative disputes as early as possible, by the fastest and least expensive methods available, and at the lowest possible organizational level.

All disputes should be considered for ADR. While ADR is neither mandatory nor appropriate for every dispute, it is often the best choice, especially when it is necessary or desired to preserve the relationship between the parties, whether that relationship involves employment or contractual obligations.

Mediation is a time-tested award-winning forum you can use to address your concerns.

Give it a try. See for yourself.

Seven Strategies for Being Seen as a Fair Boss

Fairness is about perception. You may believe that you've been fair to your employees, but what really counts is that they perceive you as fair. Here's why: A climate of real or perceived unfair treatment typically spawns negative attitudes and destructive behaviors, such as low commitment to the organization, distrust in management, job dissatisfaction, absenteeism, psychological stress, aggressive behavior, retaliation, theft and turnover. Clearly, all of these outcomes are damaging to employee morale and the organization's bottom line.

- Provide counseling.
- Tell the truth.
- Be accurate.
- Be consistent.
- Pay attention to any biases you may have.
- Give employees 'voice.'
- Take corrective action.

**Adapted with permission from Society for Human Resource Management.*

The Americans with Disabilities Act (ADA) Amendments Act of 2008

*The will to win,
the desire to
succeed, the urge
to reach your full
potential...
these are the keys
that will unlock
the door to
personal
excellence.*

By: Confucius

On September 25, 2008, Former President George Bush signed the Americans with Disabilities Act Amendments Act of 2008 ("ADA Amendments Act" or "Act"). The Act makes important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations.

The Act retains the three-part definition of disability but makes several significant changes to it with the intent that "disability" be construed broadly. Among the most significant changes are:

- (1) "Substantially limits" no longer will be defined to mean either "significantly restricted" or "severely restricted,"
- (2) Major life activities now include "major bodily functions" such as normal cell growth,
- (3) The ameliorative effects of mitigating measures, other than ordinary eyeglasses or contact lenses, cannot be considered in assessing whether an individual has a disability,
- (4) Impairments that are episodic or in remission may be disabilities if they are substantially limiting when active, and
- (5) An individual will meet the "regarded as" prong of the definition if she can show that an employment decision (e.g., hiring, promotion, termination, discipline) was made because of an actual or perceived physical or mental impairment, regardless of whether the impairment limits or is perceived to limit a major life activity. The new definition of "regarded as" does not cover an impairment that is the basis of an employment decision if it is transitory (meaning that it will last six months or less) and minor. Also, the Act explicitly states that individuals who are covered only under the "regarded as" definition of "disability" would not be entitled to reasonable accommodation.

Learn about the various types of discrimination prohibited by the laws enforced by EEOC. The EEOC also provide links to the relevant laws, regulations and policy guidance, and also fact sheets, Q&As, best practices, and other information.

Disability Discrimination Information

EEOC: <http://eoc.gov/laws/types/disability.cfm>

MARK
YOUR
CALENDAR

Upcoming Events

Training
Development



League of United Latin American Citizens (LULAC) 82d Annual National Conference & Exposition

June 27– July 2, 2011

Cincinnati, Ohio

<http://lulac.org/>

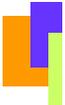


Federal Employed Women's 42d National Training Program

July 18-22, 2011

Philadelphia, Pennsylvania

<http://www.fewntp.org/>



26TH Annual Federal Dispute Resolution Conference

August 8-11, 2011

Palm Desert, California

www.FDRconference.org



BIG Annual National Training Conference

August 22-25, 2011

Boston, Massachusetts

<http://www.bignet.org/ntc/index.htm>



“SAVE THE DATE” EXCEL CONFERENCE



August 16-18, 2011

Baltimore, Maryland