HJR85

JG1VNYN-1

By Representative Robbins

RFD: RULES

First Read: 05-Mar-24

HJR___ ENCOURAGING STATE ENTITIES TO HIRE AND ADVANCE INDIVIDUALS WITH DISABILITIES.

WHEREAS, Alabama is home to over 800,000 working-age Alabamians with disabilities; and

WHEREAS, employment provides opportunities for individuals with disabilities to be financially independent, demonstrate their skills and abilities, and access the full benefits of our community; and

WHEREAS, the employment rate of individuals with disabilities continues to remain unacceptably lower than individuals without disabilities; 38.1 percent of Alabamians with disabilities between 21 and 64 years of age were employed in 2022, compared to 78.1 percent of their peers living without a disability; the percentage of individuals with disabilities living in poverty is typically more than double that of their peers living without a disability; and

WHEREAS, the Legislature is strongly committed to encouraging and supporting individuals with disabilities to participate in the social and economic life of Alabama and engage in competitive integrated employment; and

WHEREAS, the State of Alabama has a responsibility to ensure that individuals with disabilities have access to employment opportunities in public service; now therefore,

BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH HOUSES THEREOF CONCURRING, That each state agency, department, board, and commission is encouraged to hire and advance individuals with disabilities.

(a) Each state agency, department, board, and commission is encouraged to:

(1) Use best efforts with respect to the recruitment, hiring, and advancement of individuals with disabilities; and

(2) Review its hiring practices to identify any barriers to employment of individuals with disabilities and take appropriate action to eliminate any non-job-related barriers to the integration of individuals with disabilities into the workforce.

(b) Each state agency, department, board, and commission shall be provided a copy of this resolution upon its passage.