

Fair Practices

Martin O'Malley, Governor
Anthony G. Brown, Lt. Governor
Thomas E. Perez, Secretary

Department of Labor, Licensing and Regulation

January 2009

Martin Luther King Day of Service Make it a Day On... Not a Day Off!



During the 1950s and '60s, civil rights leader Martin Luther King, Jr. recognized the power of service to strengthen communities and achieve common goals.

Initiated by Congress in 1994, The King Day of Service builds on the legacy by transforming the federal holiday honoring Dr. King into a national day of community service grounded in his teachings of nonviolence and social justice. The aim is to make the holiday a day ON, where people of all ages and backgrounds come together to improve lives, bridge social barriers, and move our nation closer to the "Beloved Community" that Dr. King envisioned. With thousands of projects planned across the country, the 2009 King Day of Service on January 19 promises to be the biggest and best ever!

During his lifetime, Dr. Martin Luther King, Jr. worked tirelessly toward a dream of equality. He believed in a nation of freedom and justice for all, and encouraged all citizens to live up to the purpose and potential of America by applying the principles of nonviolence to make this country a better place to live, creating the Beloved Community.

The King Day of Service is a way to transform Dr. Martin Luther King, Jr.'s life and teachings into community service that helps solve social problems.

That service may meet a tangible need, such as fixing up a school or responsibility. On this day, Americans of every age and background celebrate Dr. King through service projects.

These ideas of unity, purpose, and the great things that can happen when we work together toward a common goal are just some of the many reasons we honor Dr. King through service on this special holiday.



DLLR Diversity Council

The DLLR EO Council has changed its name and the primary vision of the Council to be more inclusive of all DLLR employees.

The Mission of the Diversity Council is the promotion of diversity in all of the DLLR programs sponsored by the Council while striving to ensure that all individuals are treated with dignity and respect.

The Council believes the work environment is greatly enriched by the presence of people with diverse backgrounds and cultural perspectives. To foster these principals the council seeks to:

1. Encourage respect and understanding of all cultural traditions;
2. Promote greater Diversity among staff, and
3. Support all Diversity initiatives.

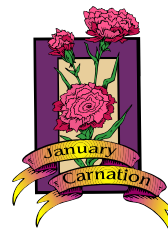
The Council is currently working on the DLLR Black History Month activities. Watch your email for more details. Also, we still need volunteers for the council. If you are interested please contact Yvette Dickens in the Office of Fair Practices at 410-230-6328 or yddickens@dllr.state.md.us.

Inaugural Trivia

With Inauguration just days away here are some firsts and facts about presidential inaugurations

- George Washington's was the shortest inaugural address at 135 words. (1793)
- Thomas Jefferson was the only president to walk to and from his inaugural. He was also the first to be inaugurated at the Capitol. (1801)
- The first inaugural ball was held for James Madison. (1809)
- John Quincy Adams was the first president sworn in wearing long trousers. (1825)
- Franklin Pierce was the first president to affirm rather than swear the oath of office (1853).
- William H. Harrison's was the longest inaugural address at 8,445 words. (1841)
- The first inauguration to be photographed was James Buchanan's. (1857)
- Abraham Lincoln was the first to include African-Americans in his parade. (1865)
- James Garfield's mother was the first to attend her son's inauguration. (1881)
- William McKinley's inauguration was the first ceremony to be recorded by a motion picture camera. (1897)
- William Taft's wife was the first one to accompany her husband in the procession from the Capitol to the White House. (1909)
- Women were included for the first time in Woodrow Wilson's second inaugural parade. (1917)
- Warren G. Harding was the first president to ride to and from his inaugural in an automobile. (1921)
- Calvin Coolidge's oath was administered by Chief Justice (and ex-president) William Taft. It was also the first inaugural address broadcast on the radio. (1925)
- Harry Truman's was the first to be televised. (1949)
- John Kennedy's inauguration had Robert Frost as the first poet to participate in the official ceremony.
- Lyndon Johnson was the first and (so far) only president to be sworn in by a woman, U.S. District Judge Sarah T. Hughes. (1963)
- Jimmy Carter's inaugural parade featured solar heat for the reviewing stand and handicap-accessible viewing. (1977)
- Ronald Reagan's second inaugural had to compete with Super Bowl Sunday. (1985)
- The first ceremony broadcast on the Internet was Bill Clinton's second inauguration.

January Fun Facts



Most of the world uses the Georgian calendar, which has January as the first month of the year. It is named for Janus, a Roman god. Roman legend has it that the ruler Numa Pompilius added January and February to the end of the 10-month Roman calendar in about 700 B.C. Pompilius gave the month 30 days. Romans later made January the first month. In 46 B.C., the Roman statesman Julius Caesar added a day to January, making it 31 days long. The Anglo-Saxons called the first month Wolfmonth because wolves came into the villages in winter in search of food.

In the northern half of the world, January is the coldest month. Nature is quiet and the birds travel less. The woodchucks and bears sleep day and night, in hibernation. The plants are resting, waiting for the warmer temperatures of the spring. In the southern half of the world, January is the warmest month. Animals are very active, and plants are growing.

January Holidays include:

- National Blood Donor Month
- National Braille Literacy Month
- National Hobby Month
- Hot Tea Month
- National Oatmeal Month
- National Soup Month
- Martin Luther King Day
- Presidential Inauguration Day
- National Eye Care month
- Holocaust Memorial Day



The Office of Fair Practices has received several calls about the ADA and Disabilities. Here are few of the questions we have been asked.

What is the ADA?

The Americans with Disabilities Act (ADA) is the most comprehensive federal civil-rights statute protecting the rights of people with disabilities. It affects access to employment; state and local government programs and services; access to places of public accommodation such as businesses, transportation, and non-profit service providers; and telecommunications.

How do I know if I am protected by the ADA?

To be protected, you must be a qualified individual with a disability. This means that you must have a disability as defined by the ADA. Under the ADA, you have a disability if you have a physical or mental impairment that substantially limits a major life activity such as hearing, seeing, speaking, thinking, walking, breathing, or performing manual tasks. You also must be able to do the job you want or were hired to do, with or without reasonable accommodation.

What is a "reasonable accommodation"?

A reasonable accommodation is any change or adjustment to a job, the work environment, or the way things usually are done that would allow you to apply for a job, perform job functions, or enjoy equal access to benefits available to other individuals in the workplace. There are many types of things that may help people with disabilities work successfully.

How do I request a reasonable accommodation?

You simply must let Human Resources or the Office of Fair Practices know that you need an adjustment or change because of your disability. For example, if you use a wheelchair and it does not fit under your desk at work, you should tell your supervisor. This is a request for a reasonable accommodation. A doctor's note requesting time off due to a disability or stating that you can work with certain restrictions is also a request for a reasonable accommodation.



What happens after I make a request for a reasonable accommodation?

Once you have made a request for a reasonable accommodation, we will discuss available options with you. If you have a disability that is not obvious, we may request documentation from you demonstrating that you have a disability and explaining why you need a reasonable accommodation. Then we will work together to determine an appropriate accommodation.

What should I do if I think my ADA rights have been violated?

You should contact the Office of Fair Practices at 410-230-6319.



Save the Dates

The Black History Month Celebration is scheduled for Friday, February 20th at noon; watch your email for more information.

Quote of the Month

"Always be respectful of others whether they share your dream or not. Communication is the key to success." by Jennie Hernandez Gin

