

Fair Practices

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DEPARTMENT OF LABOR, LICENSING AND REGULATION

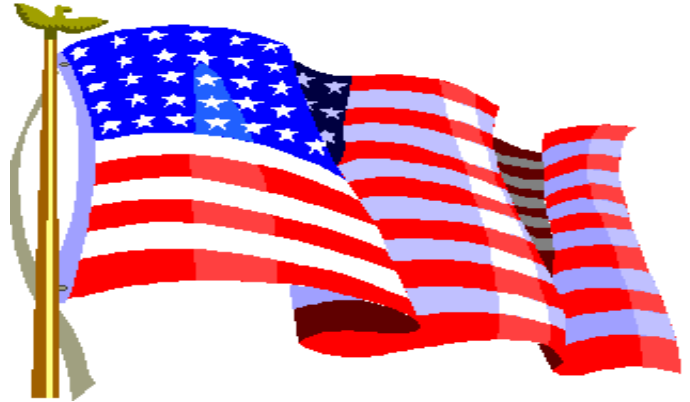
July, 2009

Celebrating America's Independence

In the United States, Independence Day, commonly known as the Fourth of July, is a federal holiday commemorating the adoption of Independence, declaring independence from the Kingdom of Great Britain on July 4, 1776. Independence Day is commonly associated with fireworks, parades, barbecues, carnivals, picnics, concerts, baseball games, political speeches and ceremonies, as well as various other public and private events celebrating the history and traditions of the United States.

During the American Revolution, the legal separation of the American colonies from Great Britain occurred on July 2, 1776, when the Second Continental Congress voted to approve a resolution of independence that had been proposed in June of that year by Richard Henry Lee of Virginia. After voting for independence, Congress turned its attention to the Declaration of Independence, a statement explaining this decision, which had been prepared by a committee but with Thomas Jefferson as its principal author. Congress debated and revised the Declaration, finally approving it on July 4, 1776.

One of the most enduring myths about Independence Day is that Congress signed the Declaration of Independence on July 4, 1776. The myth had become so firmly established that, decades after the event and nearing the end of their lives, even the elderly Thomas Jefferson and John Adams had come to believe that they and the other delegates had signed the Declaration on the fourth. Most delegates actually signed the Declaration on August 2, 1776. In a remarkable series of coincidences, both John Adams and Thomas Jefferson, two founding fathers of the United States and the only two men who signed the Declaration of Independence to become president, died on the same day: July 4, 1826, which was the United States' 50th anniversary. President James Monroe died exactly five years later, on July 4, 1831, but he was not a signatory to the Declaration of Independence.



Independence Day is a national holiday marked by patriotic displays. Similar to other summer-themed events, Independence Day celebrations often take place outdoors. Many politicians make it a point on this day to appear at a public event to praise the nation's heritage, laws, history, society, and people. Families often celebrate Independence Day by hosting or attending a picnic or barbecue and take advantage of the day off to gather with relatives.. Decorations are generally colored red, white, and blue, the colors of the American flag. Parades often are in the morning, while fireworks displays occur in the evening at such places as parks, fairgrounds, or town squares.

While the official observance always falls on July 4th, participation levels may vary according to which day of the week the 4th falls on. If the holiday falls in the middle of the week, some fireworks displays and celebrations may take place during the weekend for convenience, again, varying by region. This year's 4th of July falls on Saturday for all the enjoy the day in celebration.

Director's Corner



"Shhhhh! Stop the Rumor Mill"

Did you ever play the game "Telephone" as a child? One person whispers something to the next person, then that person whispers what they think they heard to the next person, and so on. Through a series of misheard (or deliberately misinterpreted) words, the last person in the chain usually ends up with something completely different than what was originally said.

The same thing happens in real life everyday, especially at work. Rumors and gossip start out small, and then often snowball into some uncontrollable force until everyone gets sucked into its wake. There are steps you can take to stem the flow of the rumor mill and communicate more effectively in the workplace.

Rumors and gossip can be the most dangerous and damaging form of communication that we encounter. At the water cooler, personal lives and actions become the hot topics of debate, and much like a game of telephone, they quickly gain a life of their own.

Gossip in the workplace is alive and well. Most of us don't really want to be a part of it, but we allow ourselves to be drawn into it. I would like to offer a few tips on how to prevent it and possibly even stop it dead in its tracks.

Gossip in the workplace creates an atmosphere that most of us don't want to be in. Tensions rise, people look down on other people and work is affected by it. Often gossip and rumors result in workplace allegations of a Hostile Work Environment.

Putting a stop to gossip starts with you. If someone comes to you with a juicy story about Jane or wants to tell you some odd little tidbit about another coworker, close your ears to it. Letting them know from the start that you don't want anything to do with gossip can work wonders in getting the mouths to shut. Usually, it's enough for them to at least leave you alone even if they move on to the next person.

You need to lead by example. Don't allow your own judgment to be clouded over or influenced by the gossip. Talk to the gossipier about the problem and let them know that it won't be tolerated in your department. Gossipers bring down other employees who truly only want to do their work and earn a living.

If you find out that the gossip is true, you will have learned something. Nine times out of ten, gossip isn't fact based. It is often completely untrue. Honestly, if Jane slept with her co-worker, that's her business, now isn't it. It has no affect on you and you should act accordingly. If you are simply trying to do your work but the gossipier comes to you, they must not have any work to do. Hand them some work and tell them you sure could use some help with your overload. They will stop coming to your area because they don't want more work to do.

Realize that when you work in an area with others, you will always have that one person that just can't get enough gossiping in during the day. Try to close your ears to it as much as you can. If you are very busy, then you should be able to easily drown out the noise of it with the sound of your own thinking. Don't give them anything to talk about. Just as you should leave your work at the door before you go home, you should also leave your personal life at the door when you come to work. The old adages that "If you can't beat 'em, join 'em" doesn't work. You should never allow yourself to be caught up in workplace gossip. It does nothing to help the situation. Always walk away from it when you can.

Be positive. While at work try to refrain from negative conversations about yourself or others. Negative information travels further and faster than positive information. Though you might think that the people you work with are your friends, and they might think the same way, this is not a natural friendship.

Be friendly, not personal. It's important to be polite and friendly to all, even if you don't like the person. The truth is that being mean to a person can spread rumors for years about you. If you gain an enemy at work you gain a potential negative rumor generator. People naturally like friendly and polite co-workers, with few exceptions. Those exceptions tend to have bad rumors circulating against them for being "unfriendly!"

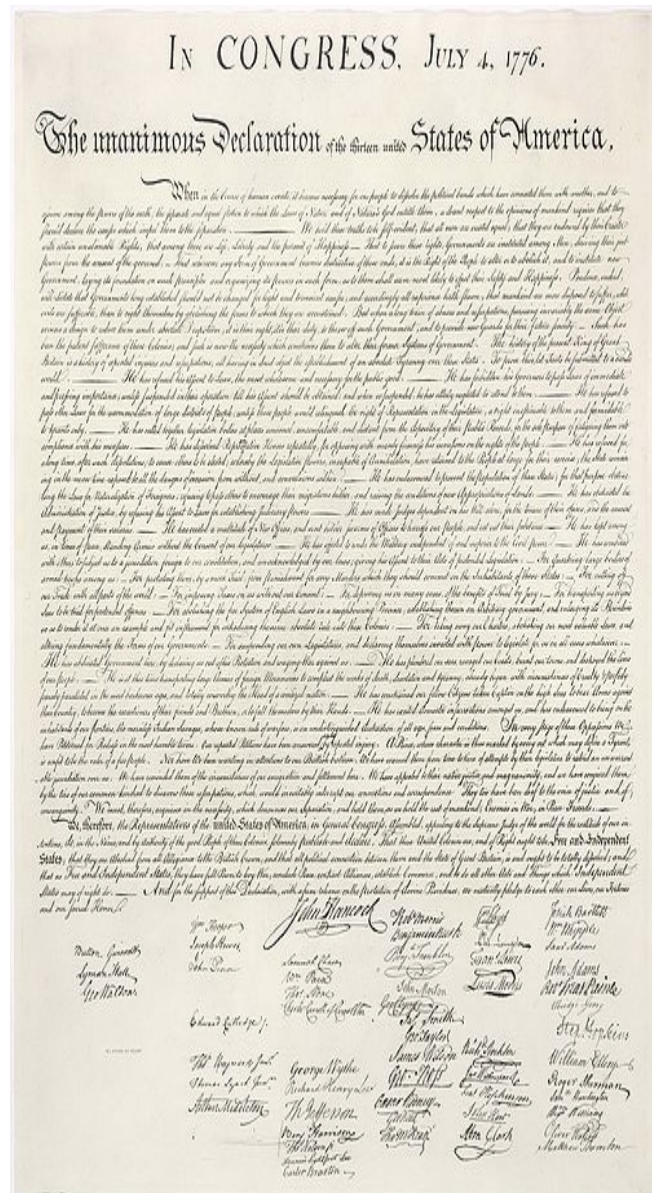
Spread good words. Whenever possible, say good things about others at work. Don't confront the rumor! Being on the attack or defense with a rumor adds fuel to the fire. People will draw conclusions based on your actions and their perceptions of you.

Don't let gossip bring your workplace down. The people who gossip are generally those dissatisfied with their lives and have nothing better to do with their time. If those people spent more time doing their job and less time worrying about what someone else does, imagine how much work would actually get done.

The Declaration of Independence

The **United States Declaration of Independence** is the statement adopted by the Continental Congress on July 4, 1776, which announced that the thirteen American colonies then at war with Great Britain were now independent states, and thus no longer a part of the British Empire. Written primarily by Thomas Jefferson, the Declaration is a formal explanation of why Congress had voted on July 2 to declare independence from Great Britain, more than a year after the outbreak of the American Revolutionary War. The birthday of the United States of America, (Independence Day) is celebrated on July 4, the day the wording of the Declaration was approved by Congress. View larger image at www.archives.gov

July Fun Facts



July is the seventh month of the year in the Gregorian calendar and one of seven Gregorian months with the length of 31 days. It is, on average, the warmest month in most of the Northern hemisphere (where it is the second month of summer) and the coldest month in much of the Southern hemisphere. The second half of the year commences in July. The birthstone for July is a red ruby.

Special July Dates:

- Canada Day- July 1
- Independence Day- July 4 (U.S.A)
- National Ice Cream Day- July 19
- Parents Day- July 26
- Father-In-Law Day- July 30
- National Hot Dog Month
- National Make a Difference to Children Month
- Social Wellness Month
- Family Reunion Month



Celebrate the 19th Anniversary of the Americans with Disabilities Act (ADA)

July 26, 2009

On June 26, 1990, George H.W. Bush signed the Americans with Disabilities Act into law. The ADA is a wide ranging civil rights law that prohibits discrimination against people with disabilities in employment, transportation, services, and access to public spaces. It is one of ten major laws that affect the rights of people with disabilities.

Nineteen years ago, when President George H. W. Bush signed the ADA into law, this legislation became one of the most successful and compassionate reforms in our Nation's history, helping to ensure that individuals with disabilities are better able to develop meaningful skills, engage in productive work, and participate fully in the life of our Nation.

At the signing of this important legislation President George H. W. Bush said ***"Every man, woman, and child with a disability now can pass through the once closed doors into a bright new era of freedom, independence, and equality"***.

On the anniversary of the Americans with Disabilities Act (ADA), we celebrate our progress towards an America where individuals with disabilities are recognized for their talents and contributions to our society. We also underscore our commitment to extend the full liberties and freedoms of our great country to all Americans.

