

HJR85 ENROLLED



1 HJR85
2 JG1VNYN-2
3 By Representative Robbins
4 RFD: RULES
5 First Read: 05-Mar-24



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ENCOURAGING STATE ENTITIES TO HIRE AND ADVANCE
INDIVIDUALS WITH DISABILITIES.

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

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

13

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

21

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

25

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



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

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

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

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

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



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Speaker of the House of Representatives

President and Presiding Officer of the Senate

House of Representatives

I hereby certify that the within Act originated in
and was passed by the House 07-Mar-24.

John Treadwell
Clerk

Senate **02-Apr-24**

Adopted