

HJR85 INTRODUCED



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



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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,



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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.