

Equal Employment Opportunity Newsletter

Equality is OK!



USAG FORT SILL

Volume 2, Issue 4

Q4, 2015



Fort Sill Workforce Demographic: The Aging Workforce



Ms. Matline Butler Liverman
EEO Officer

Fort Sill has an aging workforce. The Fort Sill Appropriated Fund (AF) workforce population is comprised of approximately 2,415 employees. There are four generations in the workforce: Traditionalists born before 1946, Baby Boomers born 1946 – 1964, Generation

Xers born 1965 – 1980 and Millennials born 1981-2000. There are only a handful of Traditionalists left in the workforce and the 88 million strong Millennial's are still up and coming. So, the two largest employee generations are the Baby Boomers and the Gen Xers. They comprise 88.2% (2,132 employees) of the Fort Sill workforce. Baby Boomers are the largest generation of employees at 1,134 (46.9%) followed closely by Gen Xers at 998 (41.3%). They range in age from 35 to 69. Together, the generations claim 1,366 (56.6% of the workforce) Vietnam-Era and Post Vietnam-Era veterans in the composite ranks. Baby Boomer's median age is 58 years and Gen Xer's is 44 years.

As we age, our eyesight be-

gins to degrade and computer screens and memoranda become difficult to read. Arthritis sets in due to many previous injuries, bumps, and bruises and we cannot manipulate the keyboard, mouse, or tools as well anymore. Hearing loss gradually occurs. We have cardiovascular and other related maladies that produce discomfort sitting at a workstation all day. Perhaps a reasonable accommodation is in order when age, life and/or the work environment produce disabilities that inhibit our ability to perform the essential functions of our job.

Please read on to see how several individuals in our Fort Sill workforce have leveled the playing field in order to continue performing the essential functions of their job despite their disabilities.

CAP Reasonable Accommodation

Our bodies slow down as we age and we experience mishaps that create physical and mental disabilities. But, disabilities can be remedied with reasonable accommodation, which, in general, is any change in the work environment or in the way things are customarily done that enables an individual with a disability

to enjoy equal employment opportunities of the job. In previous EEO Newsletters, we presented Job Accommodation Network (JAN) and the Computer/Electronic Accommodations Program (CAP) information to mitigate the effects of our disabilities and enable us to continue performing at optimum capacity.

Today, we present some success stories in securing CAP assistive technology (reasonable accommodations) in our own Fort Sill workforce.



Special points of interest:

- AN AGING WORKFORCE: WHAT DOES IT MEAN?
- COMPUTER/ELECTRONIC ACCOMMODATIONS PROGRAM (CAP)
- SUCCESSFUL CAP REQUESTS-FORT SILL
- DECLARATION OF INDEPENDENCE AT 239 YEARS

Inside this issue:

FORT SILL DEMOGRAPHIC	1
FORT SILL COMPUTER/ELECTRONIC ACCOMMODATIONS PROGRAM	1-3
DECLARATION OF INDEPENDENCE	4
EEO POC INFORMATION	4

Equal Employment Opportunity Newsletter Equality is OK!

Dexterity Solutions at Computer/Electronic Accommodations Program (CAP)

Dexterity conditions may include Quadriplegia, Paraplegia, Multiple Sclerosis, Cerebral Palsy, Carpal Tunnel Syndrome, Tendonitis, arthritis, sciatica, amputations or degenerative disc disease. Limitations affecting mobility could include decreased range of motion in the arms, fingers, wrists, back or neck, and decreased muscle control, spasms, paralysis, tingling or numbness.

Alternative Keyboards, Pointing

Devices, Documents Holders, Lumbar Support, and Sit/Stand Equipment can assist individuals with any number of limitations resulting from dexterity conditions. These CAP products present a variety of unique features to accommodate an array of limitations and are most often certified for use on federal agencies' networks.

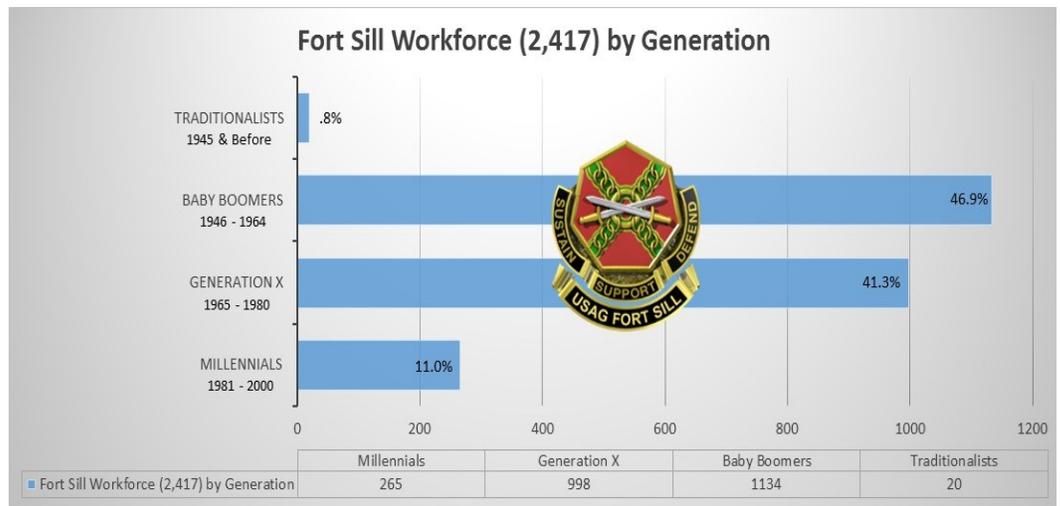
These assistive technologies allow individuals to create an ergonomic workstation suited specifically for them.



Ms. Jeanine N. Gladney, Operations Technician, 434 FA Bde

PERCENTAGE OF EMPLOYEES WHO ARE VETERANS IN THE DOD: 46.8%
~VA (2012)

PERCENTAGE OF EMPLOYEES WHO ARE VETERANS IN THE FORT SILL WORKFORCE: 61.4%
~(2015)



Mr. Martin "Shane" Babb, Information Management Specialist, Office of the Commander, USAG

The Computer/Electronic Accommodations Program (CAP) provides assistive technology and support services to individuals with disabilities and wounded service members. These include those that are blind, vision-impaired, deaf, hearing impaired or with a dexterity, communication, cognitive, or learning disability. CAP increases access to information and works to remove barriers to employment opportunities by eliminating the

costs of assistive technology and accommodation solutions.

Ms. Jeanine Gladney, 434th FA Bde, learned about the CAP through EEO training and secured a Goldtouch Smart Card SC 2.0 keyboard that she adjusts to her needs. The keyboard continuously adjusts for wrist pronation and splay from 0° to 30° vertically and horizontally, while keeping each side completely independent from each other. She also secured the Quill Mouse (Right Hand-

Fort Sill Accommodations



CAP serves DoD's civilian and military workforces by providing assistive technology and services free of charge.

ed) that allows her to have her wrist in a more neutral position, while giving a platform for the hand/wrist to rest on. The entire mouse is moved on the mouse pad, just like a standard mouse, but the angle of the wrist is different and the device supports the entire hand. The online CAP request process was user friendly and easy to use and took approximately 60 days from request to equipment receipt. Ms. Gladney is very satisfied with the equipment she received.



Mr. Jose F. Saucedo, EEO Specialist, Equal Employment Opportunity Office, USAG

Americans with Disabilities Act (ADA) 1990: Celebrating 25 Years



Mr. Jose Saucedo, EEO Office, used to stand at a bookshelf with his work because sitting exacerbated his lower back discomfort. So, he contacted CAP, asked for a workstation assessment and ordered the Ergotron WorkFit Sit/Stand Dual Screen equipment and SacroEase Back Support 15" for lumbar support when sitting. The option to alternately sit and stand greatly reduced the lower back discomfort that made working difficult. The Ergotron equipment sits on, or

attaches to, an existing desk and allows the height of the monitor(s), keyboard and mouse to adjust enough so the individual can perform computer related work from a seated or standing position. Mr. Saucedo requested the equipment for two reasons: 1) he experienced a lot of discomfort sitting due to a lower back injury; and, 2) he wanted to personally relate to the Fort Sill workforce that requesting CAP reasonable ac-

commodation solutions was doable and user friendly.

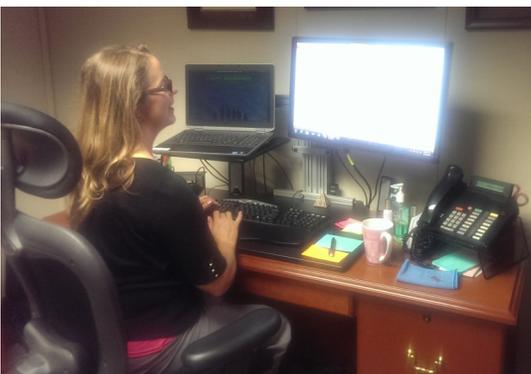
Mr. Shane Babb, Office of the Commander, USAG, received all CAP equipment, including Ergotron Articulating Stand, within 10 weeks of request. He now spends 30% - 50% more time standing than sitting at his workstation.

Ms Carri Watkins, Internal Review & Audit Compliance Office, also secured a different version of the Sit/Stand equipment to accommodate

her specific need through the user friendly CAP website.

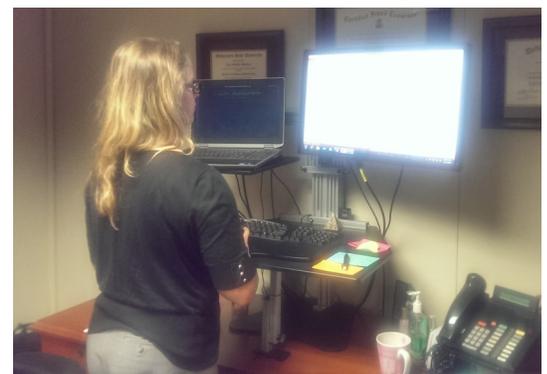
CAP has 12 different Sit to Stand types of equipment to assist individuals who have dexterity limitations. These technologies, which can be used to maintain, increase, or improve an individual's job performance, are available to accommodate people with all types of disabilities.

CAP Website: <http://www.cap.mil/>



Ms. Carrie Watkins, Chief, Internal Review & Audit Compliance Office, USAG

Medical Documentation – any person who submits a CAP Accommodation Request and does not have a targeted disability must provide CAP with supporting medical documentation which cites their disability or disabling condition.





Equal Employment Opportunity Newsletter— Equality is OK!

USAG FORT SILL



Efrain Robles Molina
EEO Specialist

EEO Office
1670 Craig Rd
Building 1670
Fort Sill, OK 73503
580-442-4024

Have an EEO question? Access via EEO website.

<http://sill-www.army.mil/USAG/eeo/index.html>



Jose F. Saucedo
EEO Specialist



We hold these truths to be self-evident...

Declaration of Independence Tidbit

War for American Independence began on April 19, 1775 when British troops and American colonists clashed at Lexington and Concord.

On June 7, 1776, Richard Henry Lee of Virginia introduced resolution at the Continental Congress to the effect "that these United Colonies are, and of right ought to be, free and independent States..."

Thomas Jefferson, 33 (age of today's Millennials), also of Virginia, during the course of 17 days, drafted the declaration which began with reverberating prose "When in the Course of human Events, it

becomes necessary for one People to dissolve the Political Bands which have connected them with another..." and submitted it to the Committee of Five, including Benjamin Franklin and John Adams, who made only a few changes.

John Hancock of Massachusetts served as President of the Continental Congress and was first to sign the Declaration.

There were 56 signers representing the 13 Colonies.

On July 4, 1776 church bells rang out in Philadelphia; the Declaration had been officially adopted.

"We, therefore, the Representatives of the UNITED STATES OF AMERICA, in General Congress, Assembled, appealing to the Supreme Judge of the World for the Rectitude of our Intentions, do, in the Name, and by Authority of the good People of these Colonies, solemnly Publish and Declare, That these United Colonies are, and of Right ought to be, Free and Independent States..."

"We must, indeed, all hang together, or most assuredly we shall all hang separately." ~Benjamin Franklin, just before signing the Declaration

MISSION

Promote an inclusive work environment that ensures equal employment opportunity, fosters a culture that values diversity and empowers individuals to participate constructively to their fullest potential in support of IMCOM's mission. The Garrison EEO Officer serves as the principle advisor to the Garrison Commander on all EEO related issues and concerns.

VISION STATEMENT

The installation leadership is committed to respect, fairness, and equality for all civilian employees by ensuring a professional work environment free from unlawful discrimination.

Equal Employment Opportunity is provided to all qualified persons. Discrimination based on an individual's race, color, religion, gender, national origin, age (40 and above), mental and physical disabilities, reprisal for participating in a protected activity and genetic information is unlawful.

Hours of Operation Monday-Friday 7:30 a.m. — 4 p.m.