



San José State
UNIVERSITY

**Employment Accommodations
Resource Center**

"Building an Inclusive Workforce"

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Gloria Soto Alva
EARC Coordinator

Cindy Marota
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Director

July 3, 2007

TO: Campus Community

RE: Disabled Employees Assistance Program (DEAP)
Name Change

As the university's administrative program charged with recommending reasonable employment accommodations for qualified employees with disabilities, the Disabled Employees Assistance Program (DEAP) is pleased to announce its new name:

Employment Accommodations Resource Center (EARC):
"Building an Inclusive Workforce"

The new name reflects current Best Practices, models after industry, removes the stigma associated with identifying a person as disabled, and fosters an environment of inclusiveness. *"Building an Inclusive Workforce"* incorporates a philosophy of working toward building a strong, internal, work environment that encompasses an awareness of accommodating employees with disabilities.

Although the DEAP has changed its name, the Program has not changed its dedicated commitment to provide reasonable and appropriate accommodations to employees. The EARC will continue to work closely with employees with disabilities and their supervisors; as well as, with Human Resources and Faculty Affairs to ensure that SJSU continues to comply with Title I of the Americans with Disabilities Act (ADA) and California's Fair Employment Housing Act (FEHA).

For more information, or to request an appointment for services, contact Martin B. Schulter, Cindy Marota or Gloria S. Alva at 924-6003.

Please visit our website at www.earc.sjsu.edu or send us an email at email at earc@sjsu.edu.

Sincerely,

Gloria S. Alva
EARC Coordinator

Cindy Marota
EARC Associate Director

Martin B. Schulter
EARC Director

The California State University:
Chancellor's Office
Bakersfield, Channel Islands, Chico,
Dominguez Hills, East Bay, Fresno,
Fullerton, Humboldt, Long Beach,
Los Angeles, Maritime Academy,
Monterey Bay, Northridge, Pomona,
Sacramento, San Bernardino, San Diego,
San Francisco, San José, San Luis Obispo,
San Marcos, Sonoma, Stanislaus