

CAPtions

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Black Disability History: Recognizing Claiborne D. Haughton, Jr.

In his proclamation for National African American History Month, President Barack Obama recognized champions of justice and honored the contributions of African Americans since our country's beginning. In an effort to ensure African Americans with disabilities are included in the reflections and discussions, the White House recently hosted "A Celebration of Black Disability History." Speakers reflected on the past, discussed the next generation disability movement, and emphasized the intersectionality of advocacy efforts.

At the Department of Defense (DoD) Computer/Electronic Accommodations Program (CAP), our staff wants to recognize a champion of justice and an individual that shaped the policies for centralized reasonable accommodations, the Workforce Recruitment Program, and other pillars that continue to be positive influences in federal employment of individuals with disabilities.



*Champion of justice, Claiborne D. Haughton Jr., delivers keynote remarks during the Defense Department's 35th Annual Disability Awards Ceremony at the Pentagon.
DoD photo by Marvin Lynchard*

Claiborne "Clay" Douglass Haughton, Jr. has significantly contributed to the lives of the individuals with disabilities. Mr. Haughton developed the first DoD Equal Employment Opportunity (EEO) program. His pursuit of equal opportunity, diversity, and inclusion for DoD military civilian personnel, service members, and DoD contractor facilities provided assistance and real and lasting opportunities to people with disabilities.

Clay was born in Thibodaux, Louisiana with cerebral palsy and blindness in one eye. After graduating from high school, Clay received a vocational rehabilitation scholarship to attend the prestigious Dillard University in New Orleans, Louisiana. Graduating with a bachelor's degree



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in biology, he went looking for a job. Over the course of a six-month period, he sent over 100 resumes and did not receive one job offer.

Despite this lack of response, Clay persevered and after passing the federal service entrance exam, he got a job in 1967 as a GS-5 Quality Assurance Trainee with the Defense Logistics Agency. Despite rising through the ranks, Clay struggled after meeting resistance to discrimination against his disability and race. Seeking a change, Clay decided to switch careers and soon began his journey seeking to advance equal employment opportunity. Despite facing further barriers in his new career reviewing the affirmative action programs of federal contractors, Clay moved from a GS-5 trainee to become a GS-16 and charter member of the senior executive service with the top career policy job in the DoD Contractor Employment Compliance Program in the Pentagon. Clay also provided the DoD a policy framework for increasing employment opportunities for individuals with disabilities. Working with Judith Gilliom, the DoD Disability Program Manager, Clay outlined the framework's five pillars:

1. Provide a full-time disability program manager;
2. Establish a two percent participation rate for individuals with targeted disabilities;
3. Recognize successful individuals and agencies via awards ceremonies;
4. Recruit students and recent graduates with disabilities; and,
5. Operate a centralized assistive technology accommodations program.

The significance of these recommendations rippled throughout DoD and impacted other



The Pentagon has an “African Americans in Defense of Our Nation” corridor due to Claiborne Haughton’s efforts.

federal agencies for the next 25 years. Today, as the Equal Employment Opportunity Commission recently published a Notice of Proposed Rulemaking for Section 501 of the Rehabilitation Act, the goals for employment of 12 percent of people with disabilities and two percent of people with targeted disabilities are directly related to Clay’s vision back in 1990.

Claiborne Haughton also fortified DoD civilian EEO training programs. For example, due to Clay’s efforts, the Pentagon has an “African Americans in Defense of Our Nation” corridor and a Native American Exhibit. Clay also expanded the Navy’s College Student Recruitment Program to form the Workforce Recruitment Program, co-sponsored by the DoD and the Labor Department. This program has since helped hire thousands of college students with disabilities for temporary and permanent jobs.

Mr. Haughton has received honors which include: the Presidential Rank of Meritorious Senior Executive, a DoD Medal with Bronze Palm and also had the Defense Equal Opportunity Management Institute Library at Patrick Air Force Base named in his honor. Clay was also bestowed with the “Justin Dart Achievement Award” from the President’s

Committee on the Employment of People with Disabilities, the “Marking of the King Holiday Award” from Mrs. Coretta Scott King and the Federal Martin Luther King Commission, and the “Benjamin Hooks Distinguished Service Award” from the National Association for the Advancement of Colored People. Clay, in this time, also earned a Master’s degree from American University in public administration and is a graduate of the Armed Forces Staff College and Industrial College of the Armed Forces. Most recently, Clay is the proud recipient of the 2015 Dillard University Alumni Dave Dennis Lifetime Achievement Award and the 2015 American University Alumni Achievement Award.

In his current consulting role, Clay encourages individuals with disabilities to reach out and perform to the best of their abilities and never let their disability hold them back from an opportunity to display their talents. He also asks that leaders, managers, and supervisors take more responsibility for hiring individuals with disabilities and assist them in overcoming barriers that are raised by prejudice that they may encounter.

Mr. Haughton, also a great orator, helped change perspectives by delivering compelling

messages throughout DoD and other federal agencies. One of those stories was about passing the buck: a story about Everybody, Somebody, Anybody, and Nobody.

“There was an important job to be done, and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that because it was Everybody’s job. Everybody thought Somebody would do it, but Nobody realized that Everybody would not do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done.”

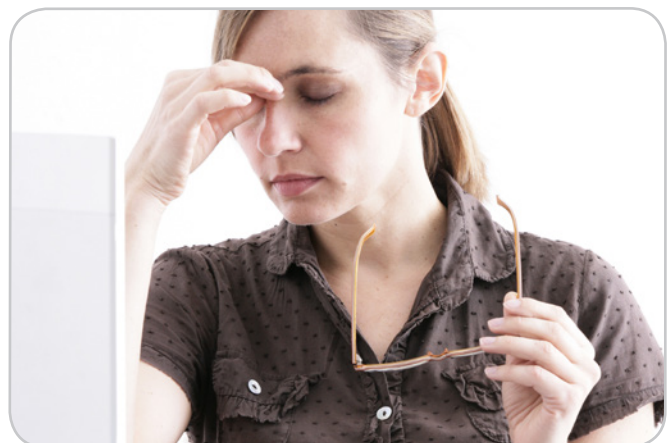
As the nation’s closes out African American History Month, the DoD CAP staff recognizes and salutes Claiborne Douglass Haughton, Jr. as a leader who decided not to pass the buck. Now, 26 years after the creation of CAP, over 63,000 individuals have since received over 154,000 accommodations from the CAP Office enabling them to be more productive members of a more inclusive federal workforce.

Author’s Note: For more articles regarding African Americans with disabilities, please visit a series of posts at the Lead On Network’s Update website:

<http://leadonnetwork.org/wordpress/>

Computer Vision Syndrome (CVS) and Digital Eyestrain

Computer vision syndrome (CVS), or digital eyestrain, is a condition that nearly 70 percent of American adults experience. The term is used to describe a condition that occurs when an individual spends a lot of time looking at a computer screen and develops eyestrain as a result.



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Blue light, emitted by electronic devices, passes through the eye lens and cornea and concentrates on the retina, causing damage to and can lead to possible macular degeneration in the eye. There are a variety of symptoms of CVS, which could include: eyestrain, headaches, blurred vision, double vision, dry, red eyes and/ or irritation, poor lighting, glare from a digital screen, and untreated vision problems.

CAP is able to provide assistive technology (AT) to disabled federal government employees and wounded, ill, and injured Service members with solutions that can alleviate some of the pain caused by working in front of computer screens and electronic devices. Examples of AT that can mitigate common eye problems include,

and are not limited to: monitors with adjustable contrast, resolution, and brightness; screen magnification software; scanner/readers; and document holders. CAP is also able to assess the level of assistance needed and determine which form of technology would best aid the individual in completing work tasks and lessen the pain associated with CVS.

Using AT and being mindful of the stress inflicted on the eyes when looking at a digital screen for long periods of time can be helpful in reducing symptoms and managing CVS.

For more information on the assistive technology and reasonable accommodations CAP can provide, please visit our website at www.cap.mil.

CAPTEC

For 20 years, the CAP Technology & Evaluation Center (CAPTEC) has been providing needs assessments, tours, and technology demonstrations and has served as a primary point of contact for customers of the Computer/ Electronic Accommodations Program (CAP).



History of CAPTEC

In 1995, CAPTEC was developed as a demonstration and assessment facility for CAP and since opening its doors in the Pentagon, CAPTEC has served, with consistency, all

DoD employees and, following our expansion in 2000, the employees of our 69 federal partner agencies.

In addition to accommodating the increasing visitor traffic, CAPTEC's current location allows for a greater inventory of assistive technologies (AT) to be available for demonstration. By housing more AT, CAPTEC is able to service more individuals with a greater variety of different disabilities or disabling conditions. Since its inception, CAPTEC has continued to maintain an array of current and relevant assistive devices to continue serving as a resource for individuals with a variety of disabilities.

Support. Equip. Empower.

Employees and Service members seeking solutions to accessibility challenges related to their computer and electronic environments can visit CAPTEC to trial the different accommodation solutions available to them

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through CAP. Each appointment is tailored to address the specific concerns and needs of the individual. CAPTEC also supports wounded, ill, and injured Service members who are assigned to a military treatment facility (MTF) by assisting them in identifying accommodation solutions that can aid in their career advancement and goals.

Services: Needs Assessments

Individuals who are located in the National Capital Region are welcome to schedule a visit to CAPTEC for a personalized needs assessment. Each appointment is designed to help the individual determine the most appropriate accommodations that will meet their needs. The information discussed in the assessment is then used to discuss the accommodation solutions and to educate the individual about the best practices to increase their comfort and to prevent further injury. CAPTEC is also available to perform

needs assessments via video teleconference or telephone for individuals who are located outside of the National Capital Region.

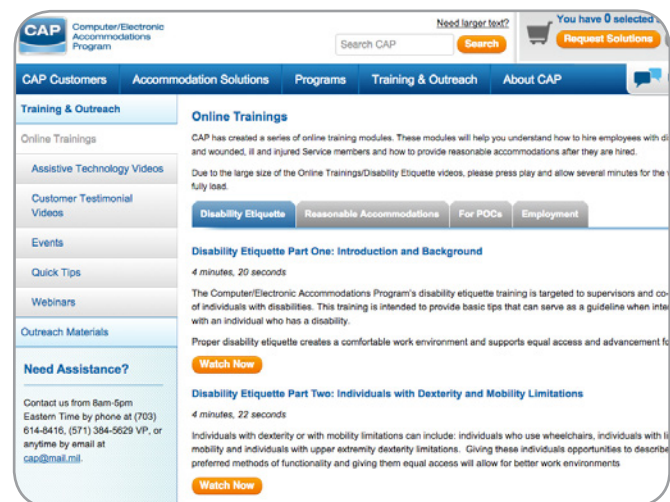
Services: Tour and Technology Demonstrations

Agency managers, team leaders, and supervisors are also able to visit CAPTEC to advance their knowledge about CAP and to learn how various AT can enable employees with disabilities to continue working in today's electronic-based work environment. Each tour and demonstration is customized to suit the needs of the attendees and the demands of their agency.

Medical and rehabilitation professionals can also visit CAPTEC to learn how AT can provide support and assistance to wounded, ill, and injured Service members who have sustained an injury or limitation during their employment or military service.

CAP Refreshes Online Training Courses

The Computer/Electronic Accommodations Program (CAP) has updated the Online Training page. Our Online Trainings are no longer on one page as they have been separated by general topic areas. The topic areas are: Disability Etiquette, Reasonable Accommodations, For POCs, and Employment. Completion certificates are provided for each training module after completing a quick content-based quiz. We encourage all personnel, Disability Program Managers, Reasonable Accommodation Coordinators and those



responsible for submitting CAP requests to view the online training videos in order to get a better understanding of CAP processes.

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The Disability Etiquette trainings tab houses a six-part disability etiquette training series. The series provides tips and guidance to effectively communicate and interact with individuals who have varying disabilities. Combined, these modules take 30 minutes to complete and are equally beneficial to civilian and military personnel.

The Reasonable Accommodation tab contains videos that are dedicated to the different disability categories and various accommodations that can be used to accommodate those disabilities. There is also a general video about CAP and reasonable accommodations; a video dedicated to wounded, ill and injured Service members and potential accommodations for their needs; as well as an additional five videos for blind and low vision, deaf and hard of hearing, cognitive, and dexterity disabilities.

In addition to these new navigational tabs, we have also added a new Online Training series for CAP POCs. The four part series provides a CAP introduction and brief overviews on the Assessment, Acquisition and Outreach Teams. At the end of each training video, a Certificate of Completion will be provided. We encourage all relevant personnel; Disability Program Managers, Reasonable Accommodation Coordinators or those responsible for submitting CAP requests to view the trainings and get a better understanding of CAP processes.

Finally, the Employment tab contains videos on accommodating the aging workforce along with increasing the federal employment of people with disabilities.

We hope the new setup for our Online Training page makes accessing the courses more convenient and that our new POC videos provides a better understanding of the CAP accommodation process.

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