



*(October 29, 2015)*

In order to further improve the lines of communication and to respond to the concerns between the National VA Council and you our members, I have established a National VA Council Briefing. This NVAC Briefing will bring you the latest news and developments within DVA and provide you with the current status of issues this Council is currently addressing. I believe that this NVAC Briefing will greatly enhance the way in which we communicate and the way in which we share new information, keeping you better informed.

**Alma L. Lee**  
National VA Council, President

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**In This Briefing: Office of Diversity and Inclusion**  
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*NewsLink*

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**Web Highlight:**  
[Veterans Day](#)

Have you heard about Diversity News? See it [online](#).

[OPM Releases Complete 2015 Federal Employee Viewpoint Survey Results](#). The U.S. Office of Personnel Management released the complete Federal Employee Viewpoint Survey results for 2015.

[Presidential Proclamation—National Disability Employment Awareness Month, 2015](#). During National Disability Employment Awareness Month, we celebrate the ways individuals with disabilities strengthen our workforce, our communities, and our country, and we recommit to cultivating an America where all people are able to build vibrant futures for themselves and for their families.

[Presidential Proclamation—National Domestic Violence Awareness Month, 2015](#). During National Domestic Violence Awareness Month, we reaffirm our dedication to forging an America where no one suffers the hurt and hardship that domestic violence causes—and we recommit to doing everything in our power to uphold the basic human right to be free from violence and abuse.

[Multi-Prong Strategy Essential to Preventing Workplace Harassment](#). Placing pressure on companies by buyers, empowering bystanders to be part of the solution, multiple access points for reporting harassment, prompt investigations, and swift disciplinary action when warranted, along with strong support from top leadership, are some of the measures employers can take to prevent workplace harassment, panels of experts told the U.S. Equal Employment Opportunity Commission's Select Task Force on the Study of Harassment in the Workplace at a public meeting held in Los Angeles.

[New 'Digest Of EEO Law' Issued By EEOC](#). This quarterly publication, prepared by EEOC's Office of Federal Operations, features a wide variety of recent Commission decisions and federal court cases of interest. Additionally, it contains a special article entitled, Competing Rights: Religious Expression Versus Harassment in the Workplace.

[Telechaplancy Provides Access for Veterans No Matter Where They Live](#). For a lot of Veterans, spiritual care is an important part of their total care and difficulties traveling to a VA Medical Center for pastoral and religious providers frequently become a problem.

[Guidance on Religious Exercise and Expression in VA Facilities and Property Under the Charge and Control of VA](#). VA must be mindful and respectful of the diverse belief systems and the First Amendment rights of all its employees, Veterans, stakeholders, and others in the conduct of VA business.

[Commission Federal Sector Appellate Decisions to Use Randomly Generated Names](#). Beginning on Oct. 1, 2015, all federal sector appellate decisions issued for publication will use a randomly generated name as a substitute for the name of the complainant, rather than the generic term "Complainant."

[Meeting the President's Challenge to Hire People with Disabilities](#). OPM's latest report on the employment of people with disabilities shows that at the end of fiscal year 2014, there were more people with disabilities working in the Federal government—by percentage share and by real numbers—than at any time since record-keeping started 34 years ago.

[Disability Inclusion Starts With You](#). Providing workers with multiple opportunities to voluntarily self-identify, and explaining why self-identifying is important, is a good thing—it's how things begin to change.

[Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities](#). The committee is a key part of the Workforce Innovation and Opportunity Act, which was signed into law by President Obama on July 22, 2014 to help job seekers—including those with disabilities—access the services they need to succeed in employment and match employers with skilled workers.

[Department Awards \\$1.55M to Study Paid Family, Medical Leave](#)



Do you know about ODI's Diversity@Work Newsletter? Check out the latest [issue](#).



For even more resources, visit our [Web site](#).



**Implementation.** Continuing its efforts to support working families and encourage policies that reflect the realities of the 21st Century workforce, the U.S. Department of Labor's Women's Bureau awarded \$1.55 million in grants to research and analyze how paid leave programs can be developed and implemented across the country.

**Today's Newly Arrived Immigrants are the Best-Educated Ever.** The immigrants who have recently come to the United States are the most highly educated in history.

**OFCCP at 50: A Progress Report.** The Office of Federal Contract Compliance Programs was established 50 years ago during a critical period that challenged our country to ensure that the promise of justice and freedom extended to all Americans—regardless of their race, color, creed or national origin.



NewsLink is part of VA's ongoing effort to increase awareness and acceptance of diversity and to promote a flexible and inclusive work environment. For more information, please visit the Office of Diversity and Inclusion Web site at <http://www.diversity.va.gov>. To subscribe to NewsLink, please visit <http://www.diversity.va.gov/products/newslink.aspx>. To unsubscribe, please reply to this e-mail.