

the nearest employment and training center, to learn more about civil rights and protections guaranteed by the ADA. It's called Access America, www.disAbility.gov.

And finally, I ask Congress again to act on important pending legislation to improve the lives of people with disabilities. We must be vigilant in defending the rights we have already secured, and our budget increases funds for ADA enforcement.

I also asked Congress to pass our \$1,000 tax credit to help workers with disabilities pay for support services and technologies needed to stay on the job, and our \$3,000 tax credit for Americans of all ages with long-term care needs. I also say the disability community in America needs a strong hate crimes bill that protects people with disabilities and a real Patients' Bill of Rights that covers Americans, all of them, in all health plans.

More than 60 years ago, President Roosevelt marked the anniversary of the Emancipation Proclamation. He said it was an occasion for recalling great progress and a time for remembering that in the truest sense, freedom cannot be bestowed; it must be achieved. Because of all you have done, America has achieved greater freedom. We have liberated not only Americans with disabilities, but as Martin Luther King said

of the civil rights movement so long ago, when people find their own freedom, those who have denied it to them for too long are, themselves, made more free. We are all a freer, better country because of the ADA and what you have done.

When you look at the young people on this stage, you know that you have given them a better today. When we leave here, we should leave committed to giving them a much better tomorrow.

Thank you, and God bless you.

NOTE: The President spoke at 10:55 a.m. at the Franklin Delano Roosevelt Memorial. In his remarks, he referred to Justin Dart, Jr., chairman and founder, Justice For All; former Representative Steve Bartlett; former Senator Howard M. Metzenbaum; Rebecca Ogle, Executive Director, Presidential Task Force on Employment of Adults with Disabilities; Marca Bristo, chair, National Council on Disability; and Tony Coelho, Chairman, President's Committee on Employment of People with Disabilities. The transcript released by the Office of the Press Secretary also included the remarks of the First Lady. The Executive orders on increasing employment opportunity and provision of reasonable accommodation are listed in Appendix D at the end of this volume.

Memorandum on Renewing the Commitment To Ensure That Federal Programs Are Free From Disability-Based Discrimination

July 26, 2000

Memorandum for the Heads of Executive Departments and Agencies

Subject: Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination

On the 10th anniversary of the Americans with Disabilities Act (ADA), we have much to celebrate. This landmark civil rights law has increased opportunities for employment, education, and leisure for millions of Americans. Our country is stronger as a result.

As we celebrate the ADA, we cannot forget that it was built on the solid foundation of the Rehabilitation Act of 1973 (Act) (29 U.S.C. 701 *et seq.*), as amended, which prohibits discrimina-

tion on the basis of disability in Federal programs and activities. One important goal of the Act for the Federal Government is to set an example for the rest of the country by being a model employer and providing exemplary service to its customers with disabilities. While this goal remains constant, the nature and structure of government have changed in the decades since the inception of the Act. New agencies have been formed, while others no longer exist. Government is more efficient and doing more with less.

The time has come to reaffirm the Federal Government's commitment to ensuring that agencies' programs are free from discrimination. The means we use to accomplish our goals

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should be tailored to the changing nature of government.

I call upon the Department of Justice (DOJ), the Equal Employment Opportunity Commission (EEOC), the Interagency Disability Coordinating Council (IDCC), and the National Task Force on Employment of Adults with Disabilities (Task Force) to provide leadership to Federal agencies in meeting their common goal: to ensure that today's Federal programs, including programs of employment, continue to be readily accessible to and usable by persons with disabilities.

To meet this goal, I hereby direct the DOJ and the EEOC, in close consultation with the IDCC and the Task Force, to develop priorities under which agencies will focus on specific programs or types of programs to ensure that they are readily accessible to persons with disabilities in accordance with the requirements of sections 501, 504, and 508 of the Act (29 U.S.C. 791, 794, 794d). As the initial steps, agencies are directed to do the following:

- (a) Make all programs offered on their Internet and Intranet sites accessible to people with disabilities by July 27, 2001, consistent with the requirements of the Act and subject to the availability of appropriations and technology; and
- (b) Publish by various means, including by incorporation on all agency Internet home pages, the name and contact information

for the office(s) responsible for coordinating the agency's compliance with sections 501 and 504 of the Act (29 U.S.C. 791, 794).

I direct the IDCC to coordinate executive agencies' efforts to make the Federal Government's electronic and information technology accessible to persons with disabilities.

I designate the Administrator of General Services and the Secretary of Defense to participate in the IDCC, in addition to those members set out by statute (29 U.S.C. 794c).

These steps will enable Federal agencies to work together as they renew their ongoing commitment to ensure that Federal programs do not discriminate against people on the basis of disability.

Nothing in this memorandum is intended in any way to limit the effect or mandate of Executive Order 12250 of November 2, 1980, which conveys certain authorities upon the Attorney General, or Executive Order 12067 of June 30, 1978, which conveys certain authorities upon the Chair of the EEOC.

This memorandum is for the internal management of the executive branch and does not create any right or benefit, substantive or procedural, enforceable by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person.

WILLIAM J. CLINTON

Memorandum on Employing People With Significant Disabilities To Fill Federal Agency Jobs That Can Be Performed at Alternate Work Sites, Including the Home

July 26, 2000

Memorandum for the Heads of Executive Departments and Agencies

Subject: Employing People with Significant Disabilities to Fill Federal Agency Jobs that can be Performed at Alternate Work Sites, Including the Home

Cutting-edge telecommunications technology has recently made it possible for customer service "call/contact" centers to transmit voice and data to employees who are located at work sites other than the call/contact centers, employers'

headquarters, or other centralized locations. Individuals employed as customer service representatives can work from their homes or any other accessible off-site location just as if they were working in the call/contact centers themselves. Technology also enables other types of work activities, such as the processing of insurance claims and financial transactions, to be carried out from such alternate work stations.

The unemployment rate of individuals with significant disabilities is among the highest of