Have a dispute?
VA’s Alternative Dispute Resolution program can help:

Have an EEO complaint?
Contact the Office of Resolution Management at (888) 737-3361 within 45 calendar days of the alleged incident:

Commemorate National Hispanic Heritage Month

VA joins the Nation in commemorating National Hispanic Heritage Month observed September 15 through October 15. The 2014 theme—“Hispanics: A legacy of history, a present of action, and a future of success”—reflects the vital role and significant contributions Hispanics have made to America as a society and a Nation.

As of September 30, 2013, Hispanics represented 6.62 percent (22,264 employees) of VA’s workforce. VA employs (104,440) Veterans, of which 7.50 percent (7,836) are Hispanics. Continued on page 5.

Message from the DAS

Recently, we have heard from our new Secretary, the Honorable Robert McDonald, on issues related to sustainable accountability and organizational values. The Office of Diversity and Inclusion (ODI) is deeply committed to these issues, including creating a supportive, psychological safe, and inclusive work environment that protects every employee’s rights to exercise their civil rights, express constructive dissent, and report waste, fraud, or abuse, commonly known as Whistleblower rights. VA is strongly committed to whistleblower protection and rights. To that extent, we recently established a VA Whistleblower Rights and Protections webpage at http://www.diversity.va.gov/whistleblower.aspx as part of VA’s plan for implementing the requirements of the U.S. Office of Special Counsel’s (OSC) Section 2302(c) Certification Program. OSC’s program assists Federal agencies in meeting their statutory obligation to inform their workforces about prohibited personnel practices and their rights and remedies available to them under the whistleblower retaliation protection provisions of section 2302 of title 5 of the United States Code. VA’s plan directs all Administrations and Staff Offices to print and post OSC posters on whistleblowing, whistleblower retaliation, and prohibited personnel practices in a public setting at all VA facilities and at all VA personnel and EEO offices. Continued on the next page.
DAS Message

Continued from Page 1

It also directs human resources staff to provide new hires with a hard-copy of the OSC publications “Your Rights as a Federal Employee” and “Know Your Rights When Reporting Wrongs” during their employee orientation. These publications are housed on the VA Whistleblower Rights and Protections web page. The plan also requires all executives, managers, and supervisors to complete, no later than September 30, 2014, training on “Whistleblower Rights and Protection and Prohibited Personnel Practices.” This biennial training will be available in the Talent Management System, course number 3883649, beginning on August 29, 2014. If you have any questions, please do not hesitate to contact ODI for more information.

Finally, VA joins the Nation in commemorating National Hispanic Heritage Month from September 15 through October 15 as well as National Historically Black Colleges and Universities (HBCU) Week from September 22–26. You can read about these observances beginning on page 1. Every year, VA also joins organizations and individuals across the country in recognizing September as Suicide Prevention Month. This observance is an opportunity to increase public awareness of the risks for suicide, provide information about the resources available to aid someone in crisis, and show how individuals, organizations, and communities can work together to save lives. Free, confidential support from the Veterans Crisis Line is available 24 hours a day, 7 days a week, 365 days a year, for Veterans, Service members, and their loved ones. You can learn more about VA’s efforts to raise awareness of the Veterans Crisis Line among Veterans, Service members, and their families and friends, and in the community by visiting http://www.veteranscrisisline.net/SPM2014/AbouttheMonth.aspx. ~Georgia Coffey, VA Deputy Assistant Secretary for Diversity and Inclusion

Field Notes

Reasonable Accommodation Compliance System (RACS)

In accordance with VA policy and in compliance with Federal law, VA must provide reasonable accommodation (RA) to qualified applicants and employees with disabilities unless VA can show it will cause an undue hardship to the operation of the program. It is VA’s policy that applicant requests should be processed as soon as possible, but in no more than ten calendar days, and employee requests must be processed in no more than 30 calendar days. However, VA has often been out of compliance because of the inability to track request from initiation to conclusion. Noncompliance with request and approval/disapproval times opens VA to potential liabilities and findings of discrimination.

All Federal agencies are required by law to provide individuals with disabilities, specifically applicants and employees, RA that will allow them to apply for a job at the agency, perform the essential functions of the job, or enjoy the privileges of employment. These requests must be processed promptly and appropriately, in accordance with VA Handbook 5975.1 procedures as well as applicable laws and regulations. The following legal/regulatory references apply:

- Rehabilitation Act of 1973, as amended.
- VA Handbook 5975.1 “Processing Requests for Reasonable Accommodation by Employees and Applicants with Disabilities.”
- EEOC’s “Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164.”
- Executive Order 13548 “Increasing Federal Employment of Individuals with Disabilities.”

The Office of Diversity and Inclusion (ODI) created a tracking and reporting system in 2012, facilitating VA’s ability to process RA requests in a timely, effective, and legally compliant manner. The Reasonable Accommodation Compliance System (RACS) allows VA Administrations, Local Reasonable Accommodation Coordinators (LRACs), and Alternate Local Reasonable Accommodation Coordinators (ALRACs) to enter RA requests. Continued on page 7.
Training

AAFEA

The African American Federal Executive Association, Inc. (AAFEA) will hold its Annual Training Workshop September 8 and 9, 2014, at the U.S. Department of State’s George C. Marshall Conference Center in Washington, DC. AAFEA is a non-profit association that promotes the professional development and advancement of African Americans into and within the senior ranks of the United States Government.

The theme for this year’s conference is “Leading People.” This two-day training event features a three-track curriculum focused on the programs, policies, practices, and processes that promote career-enhancing opportunities and the core subjects critical for becoming a member of the Senior Executive Service to Federal employees in grades GS-13 and above.

This training opportunity aligns with VA’s Human Capital Investment Plan’s goal to develop VA’s human capital into a proactive, forward looking, and professional workforce. The AAFEA training workshop qualifies as training in compliance with Title 5, Chapter 41, of the United States Code. AAFEA membership is not required to attend the workshop.

All VA employees who plan to attend the AAFEA training workshop are responsible for obtaining supervisory and conference approvals; must pre-register through the Attendance and Cost Estimation link https://conferences.lrn.va.gov/vacr/default.asp?CampID=3088 by Tuesday, September 2, 2014, and must register through the AAFEA website at http://www.aafea.org or by calling 1-866-600-4894.

For more information, contact Ms. Dionn Henderson, Office of Diversity and Inclusion, at (202) 461-4024 or Dionn.Henderson@va.gov.

The National Image, Inc.

The National Image, Inc. will hold its 42nd National Training Program (NTP) from September 22–25, 2014, at the Baltimore-Washington International Airport Marriott, in Linthicum, Maryland. This year’s NTP theme is “Serving the Hispanic Community Through: Leadership, Development, Partnering and Outreach.”

The National Image, Inc. is a National Hispanic affinity group whose mission is to empower Hispanics through leadership development by advocating for employment, education, and civil rights. This year, the National Image, Inc. will partner with FEDQ (a Lesbian, Gay, Bisexual Transgender National Employee Resource Group) and Federal Employees with Disabilities (a Federal Employees with Disabilities Resource Group) to provide attendees with workshops and seminars on Leadership, Equal Employment Opportunity (EEO), Career Development, Partnering/Outreach, and Recruitment.

During the NTP, VA’s Office of Diversity and Inclusion (ODI) will conduct training during a VA Agency Training Forum, September 22, 2014, from 8:30 a.m. to noon. The Forum is a no-cost diversity training opportunity designed to provide Special Emphasis Program Managers and Human Resources and VA employees with information on professional development, VA EEO and diversity policy updates, and VA diversity initiatives and best practices.

All VA employees who plan to attend the National Image, Inc. NTP are responsible for obtaining supervisory and conference approvals and must pre-register through the Attendance and Cost Estimation link https://conferences.lrn.va.gov/vacr/default.asp?CampID=2923.

To register for the VA Forum, visit https://www.tms.va.gov/learning/user/deeplink_redirect.jsp?linkid=SCHEDULED_OFFERINGDETAILS&schedul eid=2650444. Once logged into the VA Talent Management System, you will be redirected to the registration page.

For more information, contact Mr. Andy Gonzalez, ODI, at (202) 299-4320 or Andy.Gonzalez@va.gov.

Section 508

Section 508 is a Federal law that requires that all Electronic and Information Technology (EIT) procured, developed, used or maintained by the federal government be accessible to and usable by people with disabilities. The Section 508 Program Office offers live classes that are instructor-led (offered remotely via Microsoft Lync) and has self-paced tutorials that can be taken anytime. All training is free and available to anyone (employee or contractor) with a VA e-mail address. All classes are available for self-enrollment through TMS. For more information, contact (202) 461-0508 or section508@va.gov.

Continued on the next page.
Training (cont.)

VSSC HR Reporting & Workforce Analysis Tools

VA uses the VHA Support Service Center (VSSC) to store human resources (HR) data for all of VA in an easy to use reporting format.

This interactive training on the VSSC HR Reporting Tools is designed to alert a wide range of managers and HR, equal employment opportunity, and diversity specialists to VSSC’s HR query applications. This training provides guidance on how to properly use the applications to conduct various workforce analyses, identify triggers, and define and distinguish between Relevant Civilian Labor Force vs. Civilian Labor Force.

A virtual training class will be offered on Wednesday, September 25, 2014, from 11:00 am to 12:30 pm (EST). The session will be conducted via Microsoft Lync. Register at https://www.tms.va.gov/learning/user/deeplink_redirect.jsp?linkId=ITEMDETAILS&componentID=3823179&componentTypeID=VA&revisionDate=1352313600000. Sign into TMS, click on “register now”, and register for the class you want.

For more information, contact Ryan Pugh at (202) 461-4155 or Ryan.Pugh2@va.gov.

Diversity News

The September/October 2014 edition features an interview with Georgia Coffey, VA Deputy Assistant Secretary for Diversity and Inclusion, and Hansel Cordeiro, an attorney with the VA Office of the General Counsel, on VA whistleblower rights and protections. To view current and past episodes, visit http://www.diversity.va.gov/products/dn.aspx.

Whistleblower Protection and Prohibited Personnel Practices

The U.S. Office of Special Counsel Section 2302(c) Certification Program allows Federal agencies to meet the statutory obligation to inform their workforces about the rights and remedies available to them under the Whistleblower Protection Act, the Whistleblower Protection and Enhancement Act, and related civil service laws.

In accordance with the Assistant Secretary for Human Resources and Administration’s memo to Under Secretaries, Assistant Secretaries, and Other Key Officials entitled “Implementing U.S. Office of Special Counsel (OSC) Section 2302(c) Certification Program Requirements for Whistleblower Protection and Prohibited Personnel Practices” (VAIQ 7512983), all executives, managers, and supervisors must complete, no later than September 30, 2014, training on “Whistleblower Rights and Protection and Prohibited Personnel Practices.” This training is available in the Talent Management System, course number 3883649, beginning on August 29, 2014.

For more information, read the Policy Alerts section on page 6 or contact James Blockwood at James.Blockwood@va.gov.

GLMA

GLMA will hold its 32nd Annual Conference September 10–13, 2014, at the Sheraton Inner Harbor in Baltimore, Maryland. GLMA: Health Professionals Advancing LGBT Equality (previously known as the Gay & Lesbian Medical Association) is the world’s largest and oldest association of lesbian, gay, bisexual and transgender (LGBT) healthcare professionals. GLMA’s mission is to ensure equality in healthcare for LGBT individuals and healthcare providers.

GLMA’s Annual Conference educates practitioners and students from across the health professions about the unique health needs of LGBT individuals and families. The conference is a forum for discussion and exploration of how best to address these needs as well as the needs of LGBT health professionals and health profession students. GLMA’s Annual Conference also reports on research into the health needs of LGBT people. This year’s conference theme—Innovation & Collaboration for LGBT Health Equality—will highlight local, grassroots as well government (state and Federal) and national initiatives to address LGBT health disparities.


For more information, contact Michael Youngblood, Office of Diversity and Inclusion, at (202) 632-7614 or Michael.Youngblood@va.gov.
Commemorate

Continued from Page 1

VA is experiencing less than expected participation for Hispanic males and females when compared to the Relevant Civilian Labor Force. In addition, Hispanic men and women have less than expected participation rate at the GS 12–14/Title 38 equivalent pay grades when compared to the pay grade distribution of the total workforce. VA will continue to develop and implement strategies to improve outreach and career development programs and ensure that all employees, including members of groups with less than expected representation, are encouraged to apply.

On Thursday, September 18, 2014, VA’s Office of Diversity and Inclusion (ODI) will sponsor the VA Central Office (VACO) National Hispanic Heritage Month kick-off program in the G.V. “Sonny” Montgomery Veterans Conference Center, Room 230, from noon to 1:00 pm. Ms. Barbara Ward, Director, Center for Minority Veterans, will serve as the senior host. On Friday, September 19, 2014, ODI will sponsor a Hispanic Cultural Fair also to be held in the G.V. “Sonny” Montgomery Veterans Center, Room 230, from noon to 1:00 p.m. This event will include exhibits of cultural artifacts along with cultural information booths and flamingo dancers.

All managers and supervisors are encouraged to support attendance at events and activities to recognize and honor the contributions of Hispanics. VA will continue to lead the effort to create a diverse, results-oriented, high-performing workforce that reflects the communities we serve and the diversity of our Nation. By eliminating barriers to equal opportunity and cultivating a diverse workforce and inclusive workplace, all employees can achieve their full potential and VA can deliver outstanding service to our Nation’s heroes—our Veterans.

For information on VA’s Hispanic Employment Program (HEP), contact Andy Gonzalez, VA’s National HEP Manager, ODI, at (202) 299-4320 or Andy.Gonzalez@va.gov or visit the HEP web page at http://www.diversity.va.gov/programs/hispanic.aspx. For information on VACO’s National Hispanic Heritage Month events, contact Tynnetta Lee, Special Emphasis Program Manager, ODI, at (202) 461-7968 or Tynnetta.Lee@va.gov.

National HBCU Week

VA joins the Nation in observing National Historically Black Colleges and Universities (HBCU) Week September 22–26, 2014. From the 2013 Presidential Proclamation (http://www.whitehouse.gov/the-press-office/2013/09/20/presidential-proclamation-national-historically-black-colleges-and-unive): Before the Civil War, an education—much less a college education—was out of reach for most African Americans. There were few institutions focused on meeting the intellectual curiosity and spurring the academic growth of African American students. But as our Union began to heal from the wounds of war, and the 13th, 14th, and 15th Amendments were signed, a freed people demanded a freed mind, and courageous leaders began expanding what we now know as our Nation’s Historically Black Colleges and Universities (HBCUs).

More than a century and a half later, we cannot overstate the role HBCUs have played in the narrative of our country. These are the institutions that helped build a middle class and produced some of our Nation’s preeminent thinkers and entrepreneurs, doctors and scientists, judges and lawyers, service members and educators. These are the schools where students banded together in open fields and assembly halls as part of a movement that pushed us closer to true freedom and equality for all. And these are the campuses where generations of students not only gained the education and skills necessary for the workforce, but also cultivated an understanding of history and knowledge of self that are necessary in life.

As we move toward our goal of having the highest proportion of college graduates in the world by 2020, HBCUs continue to provide pathways of opportunity for students across our country...During National Historically Black Colleges and Universities Week, we pay tribute to the legacies of these proud halls of higher learning. And as we reflect on the past, let us also draw strength from the founders of these institutions and move forward with the work of making sure the doors to a quality education are open to all.
The job you have should be a stepping stone—not a barrier—to getting the career you want. But if you work long shifts away from a desk, it can be a struggle to get online to research a position or prepare an application. Fortunately, a new initiative delivers offline tools and support, making career development easier for wage grade and GS-level equivalent employees who spend more time on their feet than on the web. The effort, dubbed MyCareer@VA Days, is led by the VA Office of Diversity and Inclusion (http://go.usa.gov/NXXR) and the VA Learning University’s award-winning program, MyCareer@VA (http://go.usa.gov/NXXC).

“My team works to cultivate a flexible, collaborative, and inclusive workplace. Making sure employees are able to access the tools they need to advance is an important part of that,” said Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion at VA. “MyCareer@VA Day events support inclusion by bridging the gap between offline jobs and online resources and offering in-person connections.”

The initiative addresses a pattern seen in VA workforce data where employees in wage grade positions or the GS level equivalent are less likely than others to achieve a promotion or progress in other ways in their careers. While the factors contributing to this career progression barrier are unclear, the MyCareer@VA Day events address one potential factor by increasing access to career development resources.

During a MyCareer@VA Day, a team of specialists sets up shop at a facility. Then, in group sessions and one-on-one, specialists coach employees on self-assessment and goal setting, and demonstrate how to take the first steps toward learning new skills, getting a promotion, or changing jobs. This approach is designed to make career development activities feel more approachable and easier for employees to do on their own.

The program is getting results. In a sample group of participants from last year, 78 percent said they went on to create an individual development plan and, of those who applied, 60 percent received promotions or accepted new positions within six months of the event. While the sample size for last year’s events was small, the team expects similar impact from three more events to be held later this year.

Participants in the upcoming MyCareer@VA Day events in Baltimore, Boston, and Washington, D.C. will attend a one-hour introductory session to discover what career development is, why it’s important, and how to get started. Throughout the day, employees will also have the chance to visit the MyCareer@VA team in the facility’s computer lab and receive one-on-one help with the website. In the weeks following each event, the MyCareer@VA team will check in with participants and provide ongoing support and guidance.

These personal connections are critical. In fact, research shows that advisory support is key for helping employees plan their careers.1

Even if your facility isn’t hosting a MyCareer@VA event this year, there are ways to take advantage of an offline approach to career development when supervising teams or mentoring colleagues. For example:

• Don’t rely on email. For employees who work away from their desks, consider scheduling an in-person check-in meeting, giving them a ring, or, if appropriate for your workplace, writing a quick text message.
• Book the facility computer lab before or after shifts. Make it easier for employees to do online career development activities by reserving the computer lab and letting them know that a computer will be available to them.
• Find a Super User. MyCareer@VA Super Users are employees across VA who know the program and its tools inside and out. If you know an employee who could use some extra help navigating the website, connect them with a local Super User who can point them in the right direction.

For more information, contact the MyCareer@VA team at vamycareer@va.gov to learn more about the program or find a Super User near you.

VA Deputy Secretary Sloan Gibson clearly articulated VA’s resolute commitment to adhere to the requirements of OSC’s Section 2302(c) Certification Program in his memorandum, dated July 28, 2014, to Under Secretaries, Assistant Secretaries, and Other Key Officials. In support of the Deputy Secretary’s memorandum, the addressees must ensure that:

a) Staff at all VA facilities, defined as buildings owned or operated by VA, print and post, in public locations, OSC posters on: (1) whistleblowing; (2) whistleblower retaliation; and (3) prohibited personnel practices. A copy of these posters can be found at http://www.diversity.va.gov/whistleblower.aspx. These posters must be in-place no later than September 5, 2014.

b) Staff at all VA personnel and equal employment opportunity (EEO) offices print and post OSC posters on: (1) whistleblowing; (2) whistleblower retaliation; and (3) prohibited personnel practices in public settings of their offices. A copy of these posters can be found at http://www.diversity.va.gov/whistleblower.aspx. These posters must be in-place no later than September 5, 2014.

c) Human Resources (HR) staff provide new hires with a hard-copy of the following OSC publications: (1) Your Rights as a Federal Employee and (2) Know Your Rights When Reporting Wrongs. A copy of these publications can be found at http://www.diversity.va.gov/whistleblower.aspx. HR staff must provide these documents to all new hires during employee orientations beginning on or after September 5, 2014, if they have not done so already.


The addresses must certify that the requirements in paragraphs a, b and c are met in their organizations by September 10, 2014, through VAIQ using VAIQ workflow number 7512983.

For more information, contact the Office of Diversity and Inclusion at (202) 461-4131, or by email at odi@va.gov.

RACS
Continued from Page 2

RACS users are primarily LRACs and ALRACs, a VA Administrator for each of the three Administrations, and the National Reasonable Accommodation Coordinator (NRAC). RACS is primarily used to track these requests by, employee, by facility, by region, and by Administration in VA. The RACS database has experienced some technical issues. However, ODI is in the process of identifying those glitches, soliciting feedback from RACS users, and working very closely with the vendor to resolve and to make improvements to the system.

It is ODI’s expectation that these improvements to RACS will result in (1) higher recruitment and retention rates for individuals with disabilities, including Disabled Veterans, and (2) decreased complaints and agency liability based on failure to accommodate individuals with disabilities in accordance with Federal law. Most importantly, your organizations benefit in assisting employees and applicants with disabilities to achieve greater success. For more information, contact Sterling Akins, RACS Coordinator, ODI, at Sterling.Akins@va.gov or Melissa Gibson, NRAC, ODI, at Melissa.Gibson@va.gov.
Compliance Corner

Training and Posting Requirements

When discrimination occurs at a VA facility, the Equal Employment Opportunity Commission (EEOC) or the VA’s Office of Employment Discrimination Complaint Adjudication (OEDCA) typically orders EEO training for the responsible supervisors and managers. Also, both the EEOC and OEDCA will order the facility to post a notice informing employees that a discrimination finding was made at their workplace.

In a recent case, an EEOC administrative judge (AJ) found that a VHA facility subjected a dentist to discrimination based on her race and sex when it denied her clinical privileges and later terminated her. The judge ordered training for all managers and supervisors at two facilities in Nashville and Chattanooga, Tennessee, that were supervised by the nursing director who signed the Complainant’s termination letter. The judge further ordered that both VA facilities post the notice of discrimination for 365 days. Usually, postings are for much shorter periods.

When an EEOC AJ makes a finding of discrimination, OEDCA can either accept the finding or reject it in part or in its entirety. In this case, OEDCA agreed with the judge that discrimination occurred but did not believe the remedies he ordered were equitable. Specifically, OEDCA argued on appeal that the AJ abused his discretion by ordering EEO training for managers and supervisors not involved in the discrimination. OEDCA alleged that only one supervisor, the dental service chief, was found to have subjected the Complainant to discrimination. OEDCA further noted in its appeal that the nursing director, who was unaware of the discrimination, only signed the Complainant’s termination letter based on the dental service chief’s advice.

OEDCA also asserted that the judge exceeded his authority by ordering the notice of discrimination finding to be posted for 365 days at both the Nashville and Chattanooga facilities. OEDCA noted that the standard time period for posting a notice is 60 days, which can be extended to 90 days for egregious discrimination. Finally, OEDCA argued that the posting should be placed at the Nashville facility only because that is where the discrimination occurred.

On June 13, 2014, the EEOC’s Office of Federal Operations (OFO) ruled partially in the VA’s favor. OFO first found that the AJ exceeded his authority when he ordered the VA to post the notice of discrimination for 365 days. OFO wrote, “We note that the Commission has generally ordered the posting of notices of discrimination for a period of time from 60 to 90 days. Also, the Commission has, in very limited circumstances, extended the time period for posting up to 180 days, if for example, the discrimination inflicted upon a complainant was found to be egregious”. OFO then found based on its own precedent that a posting of 60 days was sufficient.

However, OFO rejected OEDCA’s arguments that the posting should be limited to the Nashville facility and that the ordered EEO training should be restricted to the dental service chief. OFO found that because the nursing director was the deciding official for the Complainant’s termination she was also a responsible management official. OFO then reasoned that because the nursing director was in a leadership position in the Tennessee Valley Healthcare System it was appropriate for all managers and supervisors at both facilities to receive EEO training.

So, what does this all mean? Increasingly, the EEOC is ordering expansive remedial relief when findings of discrimination occur. In another recent case, OEDCA successfully argued that an AJ’s order to post a notice of discrimination on the VA’s main website was unwarranted and conflicted with the EEOC’s own regulations that generally required a posting at the affected facility only. ~Maxanne R. Witkin, Director, VA’s Office of Employment Discrimination Complaint Adjudication

For more information about OEDCA, visit http://www.oedca.va.gov.
**D&I Online**

The mission of the Department of Veterans Affairs’ diversity and inclusion program is to develop and implement a comprehensive, integrated, and strategic focus on diversity and inclusion as key components of the Department’s human resources strategies. Here’s a sampling of online tools available at [http://www.diversity.va.gov](http://www.diversity.va.gov) that can help leverage diversity and build inclusion:

- National Hispanic Heritage Month and other observance resources.
- Training resources, guides, and reports.
- Links to professional and community organizations.
- Best practices for diversity management.

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**D&I In Your E-mail Inbox**

ODI sends out *NewsLink*, an e-mail message with annotated links to current news items and other information related to leveraging diversity and building inclusion. For a FREE subscription to this electronic news service, e-mail odi@va.gov with the words SUBSCRIBE NEWSLINK in the subject line. Find a sample of *NewsLink* at [http://www.diversity.va.gov/products/newslink.aspx](http://www.diversity.va.gov/products/newslink.aspx).

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**D&I on Your TV or PC**


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**September 2014 Calendar**

[http://www.diversity.va.gov/calendar](http://www.diversity.va.gov/calendar)

- Suicide Prevention Month
- Deaf Awareness Month
- National Preparedness Month
- Labor Day September 1
- Patriot Day September 11
- National Hispanic Heritage Month September 15–October 15
- Constitution/Citizenship Day September 17
- National Historically Black Colleges and Universities (HBCU) Week September 22–26
- Deaf Awareness Week September 22–28