

**San Mateo Union High School District
Proclamation Recognizing October 1 – October 31, 2026 as
National Disability Employment Awareness Month**

WHEREAS, October 2026 marks the 81st anniversary of National Disability Employment Awareness Month (NDEAM); and

WHEREAS, 2026 also marks the 36th anniversary of the Americans with Disabilities Act, landmark civil rights legislation affirming the right of people with disabilities to full participation in employment, education, and community life; and

WHEREAS, the Bay Area is home to the birthplace of the national Independent Living Movement, which established that people with disabilities are the experts on their own lives belonging fully in the workforce and contributing to their communities; and

WHEREAS, the theme for NDEAM for 2026 is “Celebrating Value and Talent.” The spirit behind this theme is to recognize the value and talent American workers with disabilities add to our workplaces, communities, and economy and celebrating achievements of both past and present; and

WHEREAS, it is important to uplift the many accomplishments of people with disabilities, whose work helps keep the nation’s economy strong, and we reaffirm our commitment to ensure equal opportunity for all citizens and promote an inclusive workforce; and

WHEREAS, Workplaces including the San Mateo Union High School District are welcoming of the talents of all people, including people with disabilities, as they are a critical part of our endeavors to build a diverse, inclusive community and strong economy; and

WHEREAS, the District is committed to providing meaningful opportunities for learning, independence, and community involvement in a safe and supportive environment where students are encouraged to grow in confidence, independence, and belonging. San Mateo Union High School District Students are engaged in work partnerships with numerous dedicated employers and nonprofits, giving students opportunities to develop skills in the workplace and community and contribute to our community’s workforce; and

WHEREAS, The Governing Board of the District, through Board Policy 4030, prohibits discrimination in employment on the basis of “physical or mental disability”; and

WHEREAS, National Disability Employment Awareness Month is an opportunity for the San Mateo Union High School District to celebrate the employment achievements of our students and educators with disabilities; our partnerships with local employers, and our educators, both certificated and classified, for their support of this success and collaboration; and

NOW, THEREFORE, BE IT RESOLVED that the San Mateo Union High School District Board of Trustees hereby recognizes National Disability Employment Awareness Month October 1-31,

2026.

SAN MATEO UNION HIGH SCHOOL DISTRICT

Passed and Adopted on this 24th Day of September, 2026

A handwritten signature in blue ink, appearing to read "Randall F. Blaw", followed by a horizontal line.

Superintendent

Teri Chavez

President, Board of Trustees