



*The Office for Civil Rights and Civil Liberties supports the Department of Homeland Security (DHS) as it secures the nation while preserving individual liberty, fairness, and equality under the law.*



### **DHS Recognizes National Disability Employment Awareness Month**

Inclusion and equal access in the workplace for individuals with disabilities is a concept DHS takes very seriously. The Department strives to be a model of diversity, embracing the talents and contributions of all workers, including those with significant disabilities.

In recognition of [National Disability Employment Awareness Month](#) (NDEAM), Deputy Secretary Alejandro Mayorkas and several DHS leaders gathered to discuss disability issues and the homeland security mission. The event, hosted by CRCL, involved disability experts from across the federal government and nonprofit sectors, who shared their expertise and insight on improving access and hiring. Deputy Secretary Mayorkas also led a roundtable discussion with leaders to glean their perspectives and ideas on making the DHS workplace more inclusive with a particular focus on retention of employees with disabilities.

This year's NDEAM theme, "Expect. Employ. Empower." reminds us that every individual has a right to dignity, respect, and a fair shot at success in the workplace. In 2010, President Obama issued [Executive Order 13548](#), which calls on federal agencies to increase hiring of individuals with disabilities across the federal workforce. At DHS, we are answering that call:

- Our long-standing training course on hiring and retaining individuals with disabilities was recently adapted by the Office of Personnel Management (OPM) for use throughout the federal government. Much like the DHS course, OPM's "[A Roadmap to Success: Hiring, Retaining People with Disabilities](#)" is designed to provide hiring managers with basic information and resources to successfully hire, retain, and advance employees with disabilities.
- DHS has increased its trainings for managers and supervisors on reasonable accommodations describing resources available to employees. A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that allows an individual with a disability to apply

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**DHS Deputy Secretary Alejandro Mayorkas**

for a job, perform job functions, or enjoy equal access to benefits available to others in the workplace. Due to greater awareness the Department has significantly increased the number of accommodations provided to employees.

- DHS has increased its hiring of individuals with disabilities leveraging [Schedule A hiring](#), a process which allows federal agencies to use a special authority to hire persons with disabilities.
- DHS is participating in the [Workforce Recruitment Program](#) (WRP) which connects federal employers with highly motivated students and recent college graduates with disabilities. Since 1995 over 6,000 students and recent graduates have received temporary and permanent employment opportunities through the WRP.



*DHS leaders participate in a roundtable discussion on disability issues at DHS*

- DHS is exploring partnerships with innovative programs like [Project SEARCH](#), an internship program that provides young adults with intellectual disabilities the opportunity to acquire work experience along with competitive, marketable, and transferable skills. The goal is for each intern to gain successful paid employment.

### **CRCL Participates in Civil Society Consultations**

Earlier this year, CRCL led the Department’s delegations at the United Nations hearings in Geneva under the International Covenant on Civil and Political Rights, and the Convention on the Elimination of All Forms of Racial Discrimination. In September 2014, CRCL, along with the U.S. Department of Labor, organized a civil society consultation on the immigration- and labor-related recommendations arising from the 2010 Universal Periodic Review (UPR) of the United States’ human rights record. The consultation, attended in person or by teleconference by dozens of representatives of nongovernmental organizations (NGO) and officials from DHS, the U.S. Department of Justice, the U.S. Department of Labor, the National Labor Relations Board, and the U.S. Equal Employment Opportunity Commission, covered a broad range of issues, from immigration detention and racial profiling to labor rights of noncitizens. Representatives of civil society pressed important questions and proposed substantial recommendations on implementation of the accepted recommendations of the 2010 UPR process.

This month CRCL participated in a civil society consultation hosted by the Department of State in preparation for November’s hearing under the Convention Against Torture (CAT). There too representatives of NGOs presented both questions and recommendations to enhance the United States’ implementation of that important international convention. The hearing before the CAT Committee will be held in Geneva in November while the United States expects to appear for the UPR in mid-2015.

### **CRCL Officer Hosts DHS Civil Rights and Civil Liberties Committee Quarterly Meeting**

CRCL Officer Megan Mack recently hosted the quarterly meeting of the DHS Civil Rights and Civil Liberties Committee, a group of national NGOs who engage with the Department on immigration policy issues related to civil rights and civil liberties. Discussion topics included: conditions of family detention, U.S. Immigration and Custom Enforcement’s use of DMV databases, CRCL sexual assault investigations, and the Expedited Removal process.

## **CRCL Staff Receives DHS Secretary's Award**

Several CRCL staff members received the [Secretary's Award for Excellence](#) which recognizes achievement or innovation by an individual or team engaged in work to advance the mission of the Department. CRCL staff, pictured below with Officer Megan Mack, were recognized for their contributions to three initiatives:

- Exceptional effort in implementing the first automated immigration information sharing initiative between the U.S. and Canada;
- Exceptional service and performance in developing the DHS Data Framework to assist with information sharing across DHS; and
- Cross-government efforts to comply with the Prison Rape Elimination Act.



*From left to right: CRCL Officer Megan H. Mack, Mark Becker, James McNeely, Miriam Moore, Rebekah Tosado, Thomas Sharp, Amy Cucinella, and Margaret Schaefer*

## **National Cyber Security Awareness Month**

Cyber security is a critical component of the nation's economic wellbeing and has become an integral part of our collective national security. Both essential services and critical infrastructure increasingly rely on cyber networks and systems. Throughout October, DHS is recognizing National Cyber Security Awareness Month, an effort to increase the public's understanding of basic cyber security practices and the role each of us plays in keeping cyber space safe and secure.

Improving the security and resilience of these networks is one of DHS' core missions. "Today our nation's cyber networks are as much a part of the American homeland as they are indispensable to modern life in America – the very backbone of our 21st century economy and a major nerve center of our national security," said Secretary of Homeland Security Jeh Johnson. "Cyber security is a shared responsibility. Every one of us must practice basic cyber security because an intrusion into one computer can affect an entire network."

National Cyber Security Awareness Month reflects our shared responsibility to secure cyber space, and looks ahead by engaging all members of the community in an ongoing dialogue about emerging cyber security issues. DHS works year-round to increase cyber security awareness through its [Stop.Think.Connect.™ campaign](#) which encourages Americans to practice safe online behavior. The campaign offers the following tips to stay safe online:



- Set strong passwords and don't share them with anyone.
- Keep your operating system, browser, and other critical software optimized by installing updates.
- Maintain an open dialogue with your family, friends, and community about Internet safety.
- Limit the amount of personal information you post online and use privacy settings to avoid sharing information widely.
- Be cautious about what you receive or read online—if it sounds too good to be true, it probably is.

CRCL, in partnership with the DHS Privacy Office, contributes to the Department's cyber security efforts by reviewing its cyber activities to ensure that privacy and civil liberties protections are incorporated into all these activities. For more information about National Cyber Security Awareness Month 2014 visit: <http://www.dhs.gov/national-cyber-security-awareness-month-2014>.

**Deadline Extension for Public Comment Period on DHS Component Draft Language Access Plans**

The deadline for providing written comments on the DHS Component draft language access plans has been extended to **November 14, 2014**. We welcome your feedback at: [CRCLOutreach@hq.dhs.gov](mailto:CRCLOutreach@hq.dhs.gov).  
Read the draft language access plans at: [www.dhs.gov/language-access](http://www.dhs.gov/language-access).

**CRCL on the Road, October**

***October 21 – Chicago, Illinois***

CRCL convened its quarterly community engagement roundtable with diverse ethnic and community-based organizations.

***October 30 – Boston, Massachusetts***

CRCL participated in the BRIDGES roundtable with local federal partners and community leaders.

***October 20-24 – Copenhagen, Denmark***

CRCL conducted the second phase of a community engagement exchange program with local government officials and stakeholders from Minneapolis/St. Paul.

***October 30 – Seattle, Washington***

CRCL convened its quarterly community engagement roundtable with diverse ethnic and community-based organizations.

**Additional information, and contacting us**

The goal of this periodic newsletter is to inform members of the public about the activities of the DHS Office for Civil Rights and Civil Liberties, including: how to file complaints; ongoing and upcoming projects; opportunities to offer comments and feedback; etc. We distribute our newsletters via our stakeholder email list and make them available to community groups for redistribution. We also post select articles from the newsletter online at: [www.dhs.gov/crcl-newsletter](http://www.dhs.gov/crcl-newsletter). If you would like to receive this newsletter via email, want to request back issues, or have other comments or questions, please let us know by emailing [crcloutreach@dhs.gov](mailto:crcloutreach@dhs.gov).

If you are on this list, but no longer wish to receive the newsletter, please send an email to the same address asking us to unsubscribe you. For more information, including how to make a civil rights or civil liberties complaint about DHS activities, visit: [www.dhs.gov/crcl](http://www.dhs.gov/crcl).

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