



# THE DPN ADVANTAGE



A Bi-Monthly Newsletter from the Disability Program Navigator  
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## Up & Coming

### The 2nd Annual Free Small Business Contracting & Procurement Faire

Wednesday, March 14, 2007  
8:00 a.m. to 3:00 p.m.  
Veterans Hall, 1425 Veterans  
Memorial Circle, Yuba City, CA

Learn how to sell to the Federal Government, Local Municipalities and Prime Contractors " Hear about Employment Opportunities, Save \$\$\$ utilizing Enterprise Zone Tax Credits, Learn about Small Business Technical Assistance, Meet One-on-One with Representatives of Government Agencies and Large Contractors.

Pre-Registration required!  
\$30.00 fee for buffet luncheon includes: Featured Speaker Scott Denniston, National Director, Small Business/Veterans Affairs

Register on-line at:  
[www.vboc-ca.org](http://www.vboc-ca.org)  
or contact Jackie at  
the YSEDC. (530) 751-8555

## "The Vision"

We make a living by  
what we get. We make  
a life by what we give.  
-Sir Winston Churchill



Do you have a cartoon, a motivational thought or saying?  
Please share your encouragement.  
Send to the contact below.

## Headliner

### FREE Online ADA courses

Visit <http://www.adabasics.org> to register for the ADA Basics Course developed for you by your regional Disability and Business Technical Assistance Centers. The course is designed to provide you with the **basic principles and core concepts of the Americans with Disabilities Act of 1990 (ADA)**. The 12-topic course may be accessed at any time using a computer or mobile device with an Internet connection. Each topic contains relative information and real-life examples to help increase your understanding of the ADA! The comprehensive course includes:

- Multiple-choice self-tests to "Apply Your Knowledge".
- Relevant **court cases** and additional "Tell Me More" resources.
- A **Glossary** of frequently-used terms and **Resources** for further reference.

To date, thousands have taken the course and rated it very highly. Satisfied users have said:

- At first I thought this was going to be a boring lesson on law, but I learned so much without the hassle of endless jargon.
- This was a very informative course for the beginner such as myself.
- This course should be mandatory for those in a position to hire new employees.
- This is a great course and the style of the course is perfect for my particular learning style.
- This course was very informative and I learned some things about the ADA that I didn't know!
- I enjoyed the challenge this course presented. Finally I understand the ADA and have more confidence answering questions.
- This was a very approachable, thorough and simplified-language introduction to the ADA.

## Ask the Experts



### QUESTION

"Can I ask an applicant to take a medical exam if he/she has a disability?"

### Answer:

An employer cannot ask if a person is disabled or ask about the nature or severity of the disability. You as an employer **can** ask if the person can perform the duties of the job with or without reasonable accommodation. You can also ask the person to describe or to demonstrate how, with or without reasonable accommodation; the applicant will perform the duties of the job. **An employer cannot require a medical examination before a job offer. Following a job offer, an employer can condition the offer on passing a required medical examination, but only if all entering employees for that job category have to take the examination.**

<http://www.eeoc.gov>

## Got Internet?

### Useful Web Sites



[www.networkofcare.org](http://www.networkofcare.org)

Network of Care is a highly interactive, single information place where consumers, community-based organizations and municipal government workers all can go to easily access a wide variety of important information. This is a resource with multiple benefits.