

Be a GAME Changer!

Georgia As Model
Employer Training

Presented by

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Georgia
As
Model
Employer

BE A GAME CHANGER!

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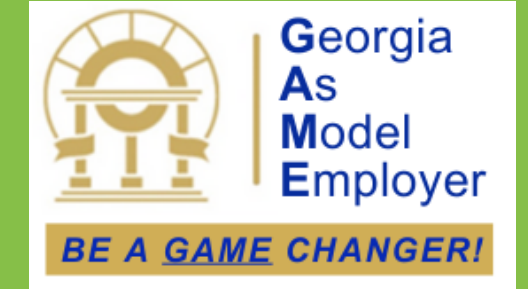


STATE ADA
COORDINATOR'S
OFFICE

GEORGIA STATE FINANCING AND INVESTMENT COMMISSION



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Legal Disclaimer

The information herein this presentation is intended for training purposes. Specific ADA-related concerns should be addressed on a case-by-case basis; therefore, this presentation is neither a determination of legal rights or responsibilities under the Act, nor binding on any agency with enforcement responsibility under the ADA or any other law. You should also be aware that the State ADA Coordinator's Office is not an enforcement entity. Attendees should consult with their legal counsel before taking any actions.



Closed Captions and ASL Interpretation Available

Turn on closed captions by clicking the “closed captions” button on your toolbar at the bottom of your screen

How to Spotlight/Pin Participants

- Hover over the participants video you want to spotlight/pin
- Select the three dots “...” in the corner of their video feed.
- From the menu, choose “Pin”

What is GAME?

- On May 2nd, 2024, Governor Brian Kemp signed the Georgia As Model Employer (GAME) legislation into law (§45-19-60 – §45-19-63). This is Georgia's legislative contribution to the "State As Model Employer (SAME)" framework.
- The goal of this legislation is to increase the recruitment, hiring, promotion, and retention of individuals with disabilities





The Americans with Disabilities Act

The Americans with Disabilities Act is a civil rights law that protects people with disabilities from discrimination and access denial. The ADA was passed in 1990.

Title I prohibits discrimination against qualified individuals with disabilities in employment practices

Title II ensures access to state and local government services, programs, and activities

Title III requires private businesses and nonprofit organizations serving the public to provide equal access

Title IV mandates accessible communication services, including telephone and internet-based communications

Title V includes anti-retaliation protections and guidelines for interpreting the law

Title I of the ADA



Title I of the Americans with Disabilities Act (ADA) of 1990 prohibits various entities, including private employers, state and local governments, employment agencies, and labor unions, from discriminating against qualified individuals with disabilities.

This applies to all aspects of employment, such as job application procedures, hiring, termination, promotions, compensation, job training, and other employment conditions and privileges. Title I of the ADA is applicable to employers with 15 or more employees, which includes state and local governments, as well as employment agencies and labor organizations. Additionally, the ADA's nondiscrimination standards extend to federal employees under Section 501 of the amended Rehabilitation Act and its implementing regulations.

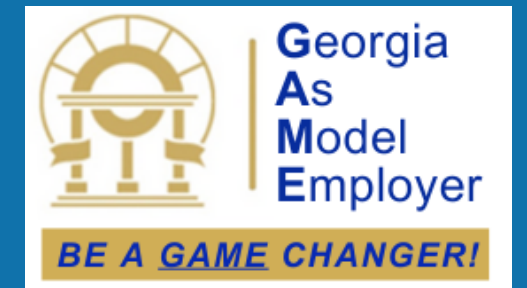
ADA Definition of Disability

(1) Disability. – The term "disability" means:

(A) a physical or mental impairment that substantially limits one or more major life activities;

(B) a record of such an impairment; or

(C) being regarded as having such an impairment
SEC. 12102. [Section 3]





What Disabilities are covered by the ADA?

The ADA covers disabilities that significantly limit one or more major life activities, including:

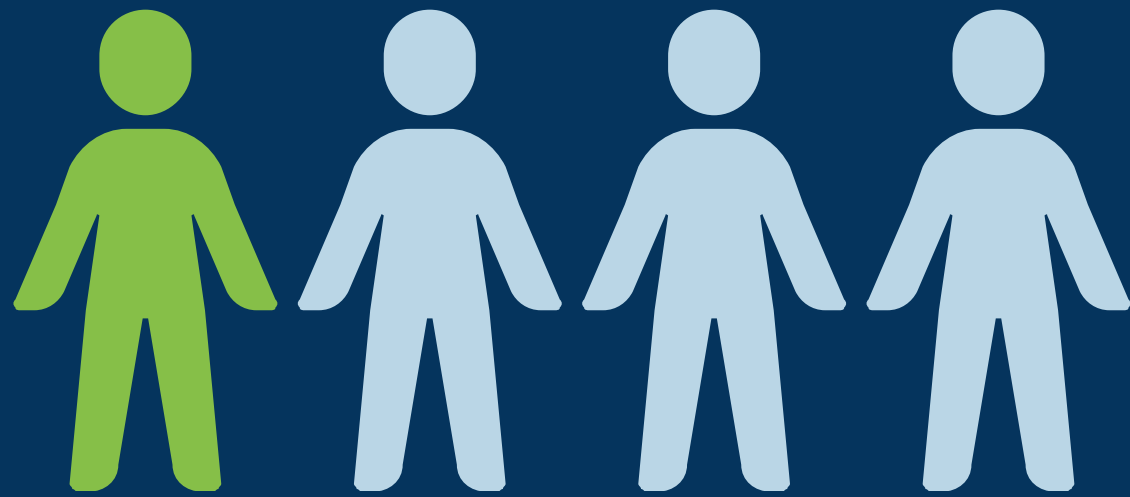
- Physical Disabilities – Mobility impairments, chronic health conditions, sensory impairments (e.g., vision or hearing loss).
- Mental Health Conditions – Anxiety disorders, depression, PTSD, bipolar disorder.
- Intellectual and Developmental Disabilities – Down syndrome, autism spectrum disorder.
- Learning Disabilities – Dyslexia, ADHD.
- Temporary Disabilities – Short-term impairments due to injury or surgery, if they substantially limit major life activities.

Disability in Numbers



What are the Statistics?

Disability affects more than 25% of the US Population.



- Individuals with a disability are more likely to be employed by the federal government than their counterparts with no disability, while the rates of people employed by state and local governments were about the same regardless of disability status.
- In contrast, people with a disability are less likely to be employed as private wage and salary workers than those with no disability.

22%

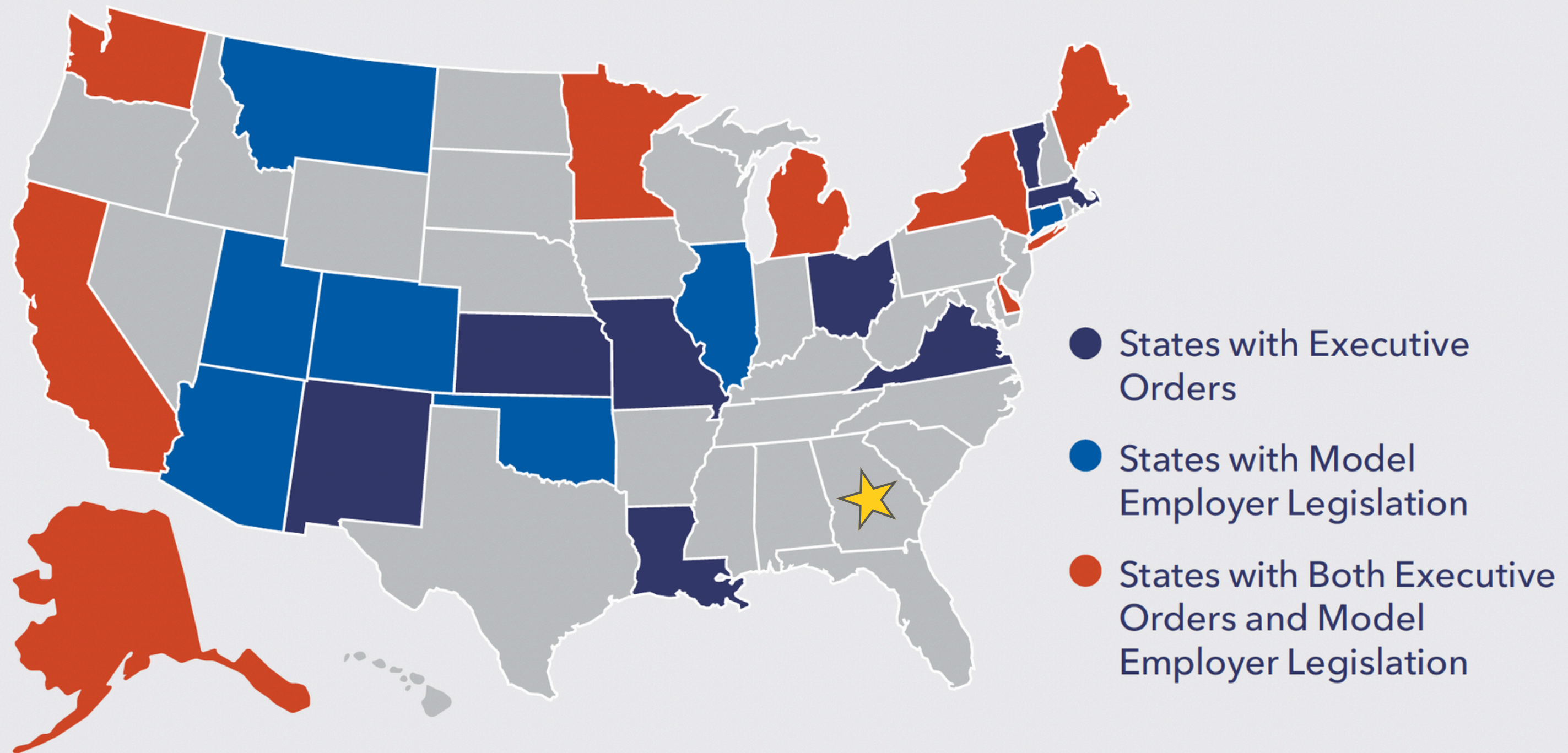
of people with a disability were employed in 2023--the highest recorded ratio since comparable data were first collected in 2008.

What is Georgia As Model Employer (GAME)?

Georgia As Model Employer (GAME) was passed in 2024. It was created to increase the recruitment, hiring, promotion, and retention of individuals with disabilities within State of Georgia employment.

“It shall be the policy of this state to be a model employer of individuals with disabilities by encouraging state agencies to consider the best practices relating to the recruitment, hiring, advancement, and retention of a broad range of qualified individuals with disabilities at all levels and for all occupations.” (O.C.G.A. § 45-19-60 (2024))

EXECUTIVE ORDERS AND MODEL EMPLOYER LEGISLATION



<https://seed.csg.org/policy-curricula/state-as-a-model-employer/>



The State ADA Coordinator's Office

Their Mission Statement: To provide comprehensive educational and technical support for State agencies so that those programs, services and activities operated by the State of Georgia are accessible and usable by everyone.

Under GAME, the State ADA Coordinator's Office is responsible for the coordination and provision of the training, guidance and reporting aspects of GAME. The State ADA Coordinator's Office's team has been diligently planning for the application of GAME in 2025 and beyond.

The **State ADA Coordinator's Office's** team has created a training schedule for State of Georgia HR Managers, Agency Heads, Executive Leadership, ADA Coordinators and Legal Professionals; offered 3 times each, approx. 1 ½–2 hours each in length. All trainings will be conducted live via Zoom.



**HR Managers are strongly encouraged to attend all 4 training modules.
The 4 different training modules are:**

- Module 1 – Be a GAME Changer! – March 12th, 19th or 26th (this training)
- Module 2 – ADA Title I and the Interactive Process – April 9th, 16th, or 23rd
- Module 3 – Federal Laws, Rules, Regulations and Guidance that Impact GAME – May 7th, 14th, or 21st
- Module 4 – Emergency Evacuation Evaluations and Disability-Inclusive Procedures – June 10th, 17th or 24th



Scheduled training module dates and important updates will be shared through MailChimp and the State ADA Coordinator's website. To stay informed, subscribe to the GAME listserv and share the QR code with HR Managers in your agency.

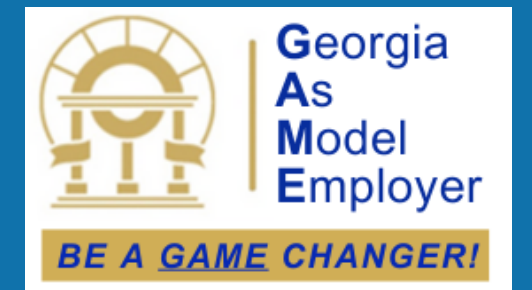


Your Agency's Responsibilities for GAME

- Have **all HR Managers/Supervisors** attend all 4 training modules
- Support a cultural shift within their agencies
- **Designate one HR representative** to receive the GAME Survey Tool on **July 1st, 2025** and complete it in a timely manner. The State ADA Coordinator's Office's team will make a formal request via the subscription listserv for this information.
- **Provide timely communication of any changes** regarding the designation of the HR representative for the completion of the survey tool.
- Provide timely submission and completion of the GAME survey tool by COB on Friday, **August 29th, 2025 – no exceptions.** Failure to complete the survey tool by the deadline will result in the agency's information not being included in the report to the Governor's Office.

At the end of this fiscal year all State of Georgia agency HR representatives, who have been designated as their agency's GAME contact, will receive an electronic survey tool to complete on behalf of their agency. The survey tool will assess each agency's (for fiscal year 2025):

- ADA Accommodation Policy as it relates to employees and applicants for employment
- ADA Public Notice
- ADA Grievance Procedure
- Emergency Evacuation Planning





Survey Tool Continued:

- Statistics regarding the number of individuals with disabilities employed within each agency during the most recent fiscal year
- Statistics regarding the ADA Title I related training conducted internally and externally for HR Managers
- Accessibility of websites, mobile apps, and job announcements
- An analysis of the barriers to employment and the solutions to be implemented



Components of the Report to the Governor's Office

"On or before December 15th, 2025 (and on or before December 15th of each year subsequent) the State ADA Coordinator's Office will submit a report, outlining all the information gathered in the State Agency Survey Tool to:

- The Governor
- The President of the Senate
- The Speaker of the House of Representatives
- The Chairpersons of the Senate Insurance and Labor Committee and the House Committee on Industry and Labor" (O.C.G.A. § 45-19-60 (2024))

Components of the Report to the Governor's Office Cont.

The report will contain:

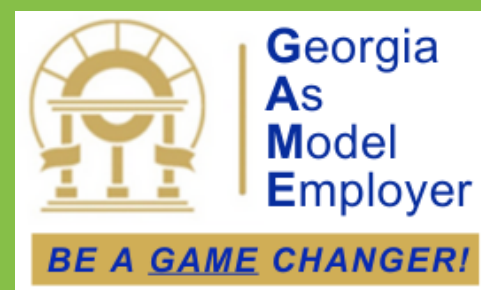
- “(1) The percentage of jobs that were filled within the most recent fiscal year by qualified individuals with disabilities at designated pay levels;
- (2) An analysis of the barriers in existing employment related policies, practices, and procedures and the adoption of strategies to address such barriers;
- (3) A description of the education and training relative to the American with Disabilities Act that is received by every individual serving in a human resources supervisory position within the state agency; and
- (4) An evaluation of whether adequate resources exist to provide any assistance needed in the event of an emergency evacuation.” (O.C.G.A. § 45-19-63 (2024))

Post-Training Resources

Upon completing all four training modules, you will receive a PDF Handbook containing essential information about your reports, along with handouts highlighting best practices for accessibility in the workplace.

All resources and training materials will be available online through the State ADA Coordinator's office's website.

 <https://ada.georgia.gov/>





Recap

1. What is the Georgia As Model Employer (GAME) initiative?

GAME is a statewide program aimed at increasing the recruitment, hiring, promotion, and retention of individuals with disabilities within State of Georgia employment that was signed into law in 2024.

2. Who oversees the GAME initiative?

The State ADA Coordinator's Office is responsible for coordinating training, guidance, and reporting related to GAME.

3. What training is available for state employees under GAME?

GAME offers four training modules covering program requirements, ADA Title I, federal regulations, and emergency evacuation planning.

Recap



4. Who should attend GAME training sessions?

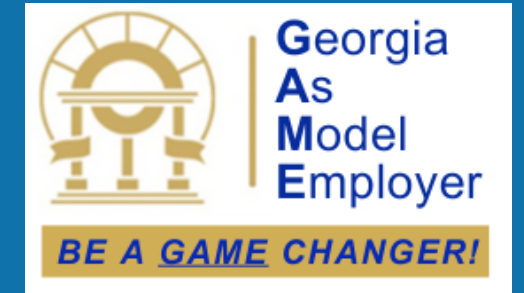
HR Managers are strongly encouraged to attend, but Agency Heads, ADA Coordinators, and Legal Professionals are also invited.

5. What is the GAME survey tool?

The survey tool assesses each agency's ADA policies, accommodation practices, and disability-inclusive procedures.

For more details, visit [Georgia ADA Coordinator's Office – GAME](#).

Resources



[Newsletter Signup link](#)

[Module 1 Training Sign up](#)

[GAME Legislation](#)

[Module 2 Training Sign up](#)

[Disability Statistics in Georgia](#)

[Module 3 Training Sign up](#)

[JAN – Job Accommodation Network](#)

[Module 4 Training Sign up](#)

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Q & A

Please submit all questions in the Zoom Chat Box feature.

