

Facts on Richard Pimentel's Work Disability Employment and the ADA

- 1977: Began the journey of conducting diversity-based disability attitude training in Portland, Oregon.
- 1981: Primary author of Tilting at Windmills (Windmills), an interactive disability attitude training program designed for managers and supervisors to become more objective and effectively interview and work with people with disabilities.
- 1981: Began conducting Windmills training for US Government organizations and Fortune 500 companies. Employers trained on the Windmills training program have hired and promoted thousands of individuals with disabilities.
- 1983: Created the first training program on Developing Jobs for Persons with Disabilities.
- 1984: Trained the Equal Employment Opportunity Commission (EEOC) staff on Windmills. Recognized as an inspirational spokesperson on disability awareness and sensitivity training.
- 1987: A pioneer in the development of a disability management return-to-work model for injured and recently disabled employees that is being used throughout the nation today by major corporations and government entities.
- 1988: Co-authored PERSPECTIVES, AIDS in the Workplace, an attitudinal training program (the first of its kind) as requested by the President's Committee on Employment of Persons with Disabilities, the EEOC, and the National Institute of Health (NIH) which helped reduce congressional resistance to HIV being covered by the Americans with Disabilities Act (ADA). PERSPECTIVES was adopted by many Federal Government agencies (including the US Army) and Fortune 500 companies as a crucial first step to bringing calm and reason to a volatile disability employment issue.

1990: The ADA was signed into law and Richard Pimentel was acknowledged by the EEOC Chair as a significant contributor to educating employers on disability employment issues.

1990: Consulted with the EEOC on the workers compensation implications of the ADA and co-authored the ADA Workers Compensation Connection.

2007: Championed corporations to develop and sustain disability Resource Groups from top down leadership and from grassroots employee engagement.

2010: Integrated disability issues into corporate and organizational diversity programs.

2014: Keynoted the 50th anniversary of the Civil Rights Act in Washington DC

2018: Created and trained the Without Limits self-advocacy interactive curriculum for young persons with disabilities.

2020: Keynote and virtual presentations on leadership and crises based on his military and disability rights experience.