(2) It shall be an unlawful act under this Chapter for any educational institution to discriminate against otherwise qualified handicapped persons in a manner which would constitute a violation of any state or federal law.

(3) Nothing contained in this Chapter shall be construed to prohibit any single-sex educational institution from restricting admission to persons of a single sex.

(4) Discrimination on the basis of sex in contact sports programs shall not fall within the purview of this Chapter. For purposes of this Chapter, contact sports shall include sports such as boxing, wrestling, rugby, ice hockey, football, basketball and other sports the purpose or major activity of which involves bodily contact.

(f) Retaliation. It shall be unlawful for any person:

(1) To directly or indirectly cause or coerce, or attempt to cause or coerce, any person to do any act declared to be an unlawful act under this Chapter.

(2) To directly or indirectly engage in economic reprisal or intimidation to do, threaten to do, or attempt to do harm to any person or property or to otherwise retaliate against any person because such person has opposed any practice based on a good faith belief that it is unlawful under this Chapter, or has complied with or encouraged others to comply with the terms of this Chapter, or has had a complaint filed in his or her behalf, or has filed a complaint or has testified, assisted or participated in any manner in any investigation, proceeding or hearing under this Chapter or exercised or attempted to exercise any right conferred herein.

(3) To directly or indirectly cause or coerce, or attempt to cause or coerce, another person to engage in economic reprisal or intimidation, or to harm or threaten harm to any person, or to retaliate against or to interfere with any person because the person has opposed any practice made unlawful by this Chapter, or has complied or encouraged others to comply with any provision in this Chapter, or has filed a complaint or has testified, assisted or participated in any manner in any investigation, proceeding or hearing under this Chapter, or has exercised or attempted to exercise any right conferred in this Chapter.

There is hereby created the Arlington Human Rights Commission, hereinafter referred to as the Commission.

(a) The Commission shall consist of nine (9) members, all of whom shall reside in the County of Arlington. The members shall be appointed by the County Board and shall be broadly representative of the community, to the extent practicable, with respect to race, sex, color, ethnicity, age, disabilities and marital status and with respect to areas of expertise pertinent to the areas of coverage of this ordinance gained through education and/or paid volunteer or life experience.

(b) Of the members first appointed, three (3) shall be appointed for terms of one (1) year, three (3) shall be appointed for terms of two (2) years, and three (3) shall be appointed for terms of three (3) years. Thereafter, members shall be appointed for terms of three (3) years each. Any vacancy shall be filled by the County Board for the unexpired portion of a term. The County Board may, in its discretion, remove members during such members' term for good cause.

(c) The County Board shall designate one (1) member to act as chairman and shall give consideration each year to continuation of its previous designation of the chairman of the Commission. Five (5) members of the commission shall constitute a quorum for the transaction of business. Decisions of the Commission shall be made by a majority of the members present and voting.

(d) Members of the Commission shall serve without compensation, but funds may be provided by the County Board in the annual budget for reasonable and necessary expenses incurred by the Commission.

§31-5. Human Rights Director.

The County Manager shall appoint an Executive Director of the Commission and such staff as may be authorized.


In addition to other powers and duties as set out in this Chapter, the Commission shall have the following functions and powers:

(1) To meet and function at times it deems appropriate;

(2) To adopt rules and regulations, subject to the approval of the County Board, needed to carry out its functions and purposes, including but not limited to rules governing hearings and meetings of the Commission;
(3) To receive complaints from any person alleging violations of this Chapter and investigate or cause to be investigated such complaints;

(4) To conciliate and attempt to resolve individual complaints of violations of this Chapter;

(5) To request that any party produce for examination any books, records, papers, or other tangible and relevant evidence, or that any party answer written or oral questions relating to any complaint under investigation by the Commission;

(6) In the event conciliation fails, conduct hearings or take other appropriate action concerning violations of this Chapter;

(7) To request the attendance of witnesses at public hearings and to take testimony at hearings under oath or affirmation;

(8) To make findings and recommendations upon complaints alleging violations of this Chapter;

(9) To seek, with the approval of the County Board, through appropriate enforcement authorities, prevention of or relief from violations of this Chapter;

(10) To refer, to the appropriate state or federal agency, complaints of discrimination which are within the jurisdiction of the state or federal agency;

(11) To accept public grants or private gifts, bequests, or other payments as appropriate and subject to the approval of the County Board;

(12) To gather, discuss and disseminate information about discrimination and human rights problems affecting community life in Arlington County;

(13) To enter into workshare or other agreements with appropriate federal or state agencies, subject to the approval of the County Board;

(14) To make studies to effectuate the purposes and policies of this Chapter when requested by the County Board; and

(15) To make at least annually a written report of its activities to the County Board under the provisions of this Chapter along with its recommendations concerning measures to be taken to further the purposes of this Chapter.
§31-7. Enforcement proceedings initiated by the filing of a complaint.

(a) Complaints. A complaint may be filed with the Commission by any person alleging that a violation of this Chapter has been committed against such person. In order for a complaint to become formal, the complaint must be filed on a form supplied by the Commission and sworn to or affirmed, except that a written complaint not initially made on a form supplied by the Commission and sworn to or affirmed must be so formalized within seven (7) days of receipt by the Commission. The Executive Director shall promptly serve a copy of the formal complaint upon each respondent named therein. The complaint shall state the name and address of the complainant and the person or persons against whom the complaint is made, and shall also state the facts upon which the complaint is based, including the date the violation was allegedly committed and such other information as the Commission may require. A complaint may be withdrawn at any time by the complainant. Such withdrawal shall terminate all action by the Commission with respect to that complaint.

Failure of a complainant to formalize his or her complaint within the time allowed shall result in automatic dismissal of the complaint unless, for good cause shown, the Commission grants an extension of time for this purpose.

(b) Investigations and determinations by the Executive Director.

(1) Upon the filing of a complaint as set forth in Subsection (a) of this Section, the Executive Director shall make such investigation as the Director deems appropriate to ascertain the facts, provided that the complaint may be dismissed by the Executive Director without investigation if it fails to allege adequately a violation of this Chapter or is otherwise facially deficient. Except as set forth in §31-7(b)(4) below, upon completion of the investigation the Executive Director shall render a determination in writing as to whether there are reasonable grounds to believe a violation of this Chapter has occurred, and the facts supporting such determination. Reasonable grounds to believe means that the Director believes, after investigation, that it is more likely than not that a violation of this Chapter has occurred. This determination shall promptly be served on the parties.
(2) If the Executive Director determines that there are reasonable grounds to believe a violation has occurred, or at any other time prior to a formal Commission hearing, the Director may attempt to conciliate and resolve the complaint. The Director may attempt to conciliate the matter by methods of conference and persuasion with all interested parties and such representatives as the parties may choose to assist them. Conciliation conferences shall be informal, and nothing said or done during such conferences shall be made public or otherwise used as evidence by the Commission, its members or any of its staff, or the parties unless the parties agree thereto in writing. Nothing said in such conferences shall be deemed to be an admission of any sort. The Executive Director may attempt conciliation by any means deemed appropriate. Conciliation shall not be attempted if the Executive Director determines that it would be futile or if enforcement of the Chapter would best be served by referring the matter directly to the Commission for a determination as to whether to hold a public hearing.

(A) If conciliation is attempted and the Executive Director determines that it is successful, the terms of the conciliation agreed to by the parties may be reduced to writing and incorporated into a conciliation agreement to be signed by the parties, which agreement is for conciliation purposes only and does not constitute an admission by any party that the law has been violated. It shall be a violation of this Chapter to violate or fail to adhere to any provision contained in any conciliation agreement, and the Commission shall have the right to pursue appropriate legal remedies to enforce any such agreement after consulting with and receiving a recommendation from the County Attorney and receiving authorization from the County Board.

(B) If conciliation is attempted and the Executive Director determines that it is unsuccessful, he or she shall promptly refer the matter to the Commission for a determination as to whether to hold a public hearing.
(3) If the Executive Director determines that the complaint lacks reasonable grounds to believe a violation of this Chapter has occurred, the Director shall dismiss the complaint and advise the complainant in writing that such dismissal shall become final unless, within ten (10) business days of receipt of notice of the dismissal, the complainant files with the Commission a request for a review of the determination of the Executive Director. Upon request for such a review, the Commission shall afford the complainant an opportunity to appear before the Commission in person or by representative, or by letter, as the complainant may desire, so that the complainant may show that the Director's determination was an abuse of discretion. The Commission may, in its discretion, request a response from the respondent. After such review, the Commission may, in its discretion, dismiss such complaint if it finds that the Executive Director's determination was not an abuse of discretion. If the Commission determines that the complaint should not be dismissed, it shall direct the Executive Director to continue the investigation or proceed with conciliation efforts, or the Commission may determine to hold a public hearing on the allegations in the complaint.

(4) If the Executive Director determines, after investigation, that the available evidence does not permit a determination as to whether there are reasonable grounds to believe a violation of this Chapter has occurred, he or she shall:

(A) Send a written notice to this effect to be served on the parties and include in such notice a statement of the reasons for such determination; and

(B) Refer the matter to the Commission for a determination as to whether to hold a public hearing.

(c) Determinations by the Commission as to whether to hold a public hearing.

(1) The commission shall determine whether to hold a public hearing in all matters referred to it by the Executive Director in the following circumstances:

(A) When there is a determination by the Executive Director that there are reasonable grounds to believe that a violation of this Chapter has occurred, and:
i. There is a determination by the Director that conciliation should not be attempted; or

ii. There is a determination by the Director that conciliation has been attempted and has been unsuccessful.

(B) When there is a determination by the Executive Director that there are not reasonable grounds to believe that a violation of this Chapter has occurred, but:

i. The complainant has filed a proper request for review of such determination; and

ii. The Commission has concluded, upon reviewing such determination, that the complaint should not be dismissed and that the complaint should not be referred to the Executive Director for further investigation or conciliation.

(C) When there is a determination by the Executive Director that the available evidence does not permit a determination as to whether there are reasonable grounds to believe that a violation of this Chapter has occurred.

(2) The Commission shall base its determination as to whether to hold a public hearing in any of the matters described in Subsection (1) above in its sole discretionary judgment as to how enforcement of this Chapter would be best served, and other considerations deemed relevant, such as the time and expense to the parties if a hearing is held and the seriousness of the alleged violation.

(3) If the Commission determines not to hold a public hearing, it shall either dismiss the complaint or take such action as it deems appropriate and consistent with the purposes of this Chapter and the powers of the Commission hereunder.
(d) Hearings held by the Commission.

(1) If the Commission determines to hold a public hearing, it may consider all of the allegations and issues set forth in the complaint or, in its discretion, it may limit the scope of the hearing to one (1) or more of the allegations or issues set forth in the complaint. If a hearing is to be held, the Commission shall notify the parties of the time, date and location of the hearing and serve upon them a statement of the charges against the respondent and the issues to be considered at the hearing. Such notice and statement shall be served at least fourteen (14) calendar days before the date of the hearing. The parties shall have the right to file written statements or arguments with the Commission before the hearing. The Commission may request the parties to file written statements or arguments before or after the hearing. The hearing shall be open to the public. The Commission may adopt rules for the conduct of hearings before it, including but not limited to rules pertaining to the admission of documents or other evidence. Oral or documentary evidence may be received, but the Commission may exclude irrelevant, immaterial, incompetent, or repetitious evidence. The Commission may also, in its discretion, exclude documents or other evidence for good cause. The Commission shall not be bound by the strict rules of evidence prevailing in the courts of law or equity.

(2) The Commission may, upon proper motion, order the exclusion of witnesses while testimony is being given at any such hearing.

(3) At any public hearing held by the Commission, each party shall be entitled:

(A) To be represented by privately-retained counsel of his or her choice;

(B) To present his or her case or defense by oral or documentary evidence, to be given under oath or by affirmation;

(C) To submit rebuttal evidence; and

(D) To conduct such cross-examination as may be permitted by the Commission for a full and true disclosure of the relevant facts.
(4) The Executive Director shall be responsible for assuring the development of the evidentiary record before the Commission and may introduce evidence, examine or cross-examine witnesses, or make argument if the Director deems it advisable in order to fully apprise the Commission of the facts or the applicable law.

(5) The Commission shall keep a full record of the hearing, which record shall be open for inspection and copying pursuant to the applicable provisions of the Virginia Freedom of Information Act.

(e) Decisions by the Commission.

(1) The burden of persuasion is upon the complainant to prove by a preponderance of the evidence that the respondent has committed or is committing violation(s) of this Chapter.

(2) If, after the hearing, the Commission determines by a preponderance of the evidence that the respondent has committed or is committing the alleged violation(s) of this Chapter, the Commission shall state its findings and may issue recommendations, to be served promptly on the parties, requesting the respondent to cease and desist from such violation(s) and to take such action as may be indicated to effectuate the purpose of this Chapter, including but not limited to the payment by respondent of compensatory damages to any person or persons found by the Commission to be so entitled by reason of respondent's violation(s) of this Chapter, or the placement or restoration of any person in or to such status in which the Commission finds he or she would be but for respondent's violation(s) of this Chapter.

(3) If, after receiving the evidence presented at the hearing, the Commission finds that the respondent has not engaged in the alleged violation(s) of this Chapter, the Commission shall state its findings and shall dismiss the complaint. Prompt notice of such action shall be given to the parties.

§31-8. Enforcement by the court.

(a) If the Commission finds that a respondent has committed a violation of this Chapter and determines that appropriate remedial measures have not been taken, the Commission, after consulting with and receiving a recommendation from the County Attorney and receiving authorization from the County Board, may bring an appropriate action in any court of competent jurisdiction to: prove, de novo, that the person violated this Chapter; secure compliance with this Chapter; and/or obtain appropriate redress or relief for any person injured as a result of a violation of this Chapter.
(b) Whenever the Commission has probable cause to believe that any person has engaged in or is engaging in any unlawful discriminatory practice, and the Commission, after a good faith effort to obtain, voluntarily, the data and information necessary to determine whether a violation has occurred, has been unable to obtain such information, it may request the County Attorney, with the approval of the County Board, to apply to the judge of the circuit court of the jurisdiction in which the respondent resides or is doing business for a subpoena duces tecum against any person refusing to produce such data and information. The judge of the court, upon good cause shown, may cause the subpoena to be issued. Any person failing to comply with such subpoena shall be subject to punishment for contempt by the court issuing the subpoena. For purposes of this section "person" includes any individual, partnership, corporation, association, legal representative, mutual company, joint stock company, trust, unincorporated organization, employee, employment agency, labor organization, joint labor-management committee, or an agent thereof, or other "person" as defined by this Chapter.

(c) If, at any time after a complaint has been filed, or after initiation of any investigation on the Commission's own initiative, the Commission determines that a court order requiring a party to refrain from any conduct is necessary to prevent irreparable harm to any person, the Commission, after consulting with and receiving a recommendation from the County Attorney and receiving authorization from the County Board, may bring appropriate action to prevent such irreparable harm, including but not limited to petitioning a court of competent jurisdiction for a temporary restraining order or preliminary injunction.


(a) The County Board desires to promote policies within their authority that persons be afforded equal opportunities without regard to sexual orientation. To that end, the Board calls on all Arlington citizens and persons conducting businesses in Arlington County to examine the way they conduct their activities so that they be made free and kept free of any practices that discriminate on the basis of sexual orientation.

(b) The County Board authorizes the Human Rights Commission to receive complaints of discrimination based on sexual orientation and, with the consent of the complaining party, to send to the persons the complainant believes to have discriminated, a copy of the complaint so that the person may make a response to the complaint. These complaints, as well as any responses, and other data as the Commission deems relevant shall be kept on file by the Commission and shall be used, among other purposes, to help to evaluate the problem of discrimination based on sexual orientation in Arlington County.
(c) The County Board encourages the conciliation of complaints of discrimination based on sexual orientation. To that end, the Executive Director is authorized to attempt to conciliate complaints of discrimination based on sexual orientation. After notice to the parties, the Executive Director shall write a report of the complaint, including, if possible, factual findings, the outcome of the conciliation process, and recommendations. The Executive Director's report shall be included in the materials used to help to evaluate the problem of discrimination based on sexual orientation in Arlington County.

(d) Any party objecting to the Executive Director's report may file a statement of objections. After filing such a statement, an objecting party may ask for a hearing and findings on its objections by the Commission. In the discretion of the Commission, a hearing on the objection may be held at least fifteen (15) days after making a notice to both parties. After any parties appearing at the hearing have had a reasonable opportunity to be heard and the Commission has taken further evidence or had such further deliberations or both as it, in its discretion, deems necessary, the Commission may let the Executive Director's report stand without further comment or file such supplemental report as the Commission, in its discretion, determines to be necessary.

§31-10. Exemptions.

(a) Exemption of Religious Organizations. It is not a violation of this Chapter for a religious organization to:

(1) Limit admission to or give preference in its accommodations, facilities or services to persons of the same religion or denomination, or to make a selection of applicants or individuals that is reasonably calculated to promote the religious principles for which it is established or maintained.

(b) Nothing contained in this Chapter shall be construed to:

(1) Bar bona fide housing for the elderly or handicapped persons from limiting admission or giving preference to persons of a given age or persons with handicapping conditions;

(2) Bar a person from maintaining an establishment which provides sleeping accommodations exclusively to persons of the same sex;

(3) Make it an unlawful act to require that a person have legal capacity to enter into an irrevocable contract; or
(4) Require any person or group of persons selling, renting or leasing property to exercise a higher degree of care for a person with a handicap than for a person without a handicap.

(c) Employment Practices.

(1) Notwithstanding any other provision of this Chapter, it shall not be an unlawful employment practice to:

(A) Restrict employment to persons of a particular religion, sex, national origin, or age where such religion, sex, national origin, or age is a bonafide occupational qualification;

(B) Take actions on the basis of a handicap, pursuant to law or regulation governing any employment or training program which is designed to benefit handicapped persons;

(C) Advertise and offer employment only to handicapped persons when other employment compatible with their ability would not be available to handicapped persons because of their handicaps; or

(D) To engage in affirmative action programs permitted by state or federal law.

(2) Nothing in this Chapter shall prohibit an employer from refusing to hire or promote, from disciplining, transferring, or discharging or taking any other personnel action pertaining to an applicant or an employee who, because of his disability, is unable adequately to perform his duties, or cannot perform such duties in a manner which would not endanger his health or safety or the health or safety of others. Nothing in this section shall subject an employer to any legal liability resulting from the refusal to employ or promote or from the discharge, transfer, discipline of, or the taking of any other personnel action pertaining to a person with a disability who, because of his disability, is unable adequately to perform his duties or cannot perform such duties in a manner which would not endanger his health or safety or the health or safety of others.
§31-11. Enforcement by County agencies.

(a) Public Contractors. Upon publication or receipt of the findings and recommendations of the Commission declaring the respondent to be in violation of this Chapter, and with the approval of the County Board, the Purchasing Agent of Arlington County may deem the respondent ineligible for award of a public contract until the County Board is satisfied that the respondent will comply with those recommendations of the Commission which the County Board feels are proper and appropriate.

(b) County Financial Assistance. Upon publication or receipt of a copy of the findings and recommendations of the Commission declaring the respondent to be in violation of this Chapter, the County Board may take appropriate action to terminate or refuse to grant or continue any public financial assistance to a program or activity of respondent until the County Board is satisfied that the respondent will comply with those recommendations of the Commission which the County Board feels are proper and appropriate.

(c) Any respondent adversely affected by the provisions of this Section shall retain all rights of appeal provided for by the applicable rules, regulations or laws of Arlington County.

§31-12. Inspections, records and notices.

(a) Every person subject to this Chapter shall post such notices, make and keep such records relevant to the determination of whether discriminatory acts have been or are being committed, preserve such records for such periods, and make such reports therefrom as the Commission shall prescribe in order to assure the enforcement of this Chapter.

(b) The Commission, or any designated representative of the Commission, may request access at any reasonable time to premises, records and documents relevant to a complaint or notice of investigations and may request the opportunity to examine, photograph and copy evidence upon presenting written authorization of the Chairman of the Commission or the Executive Director, duly executed by the Chairman or Executive Director in accordance with the Commission's rules or procedures.

(c) When a complaint or notice of investigation has been filed against a person under this Chapter, the respondent shall preserve all records relevant to the allegations until final disposition of the complaint or notice of investigation.


(a) The provisions of this Chapter, so far as they are the same as those of Chapters repealed by this Chapter, are intended as a continuation of such Chapters and not as new enactments.
(b) The provisions of this Chapter shall take effect on July 1, 1989. Any amendments to this Chapter shall apply to all matters pending before the Commission on the effective date of the amendment, unless a contrary intention is clearly expressed.

(c) Nothing contained in this Chapter shall be construed to conflict with any applicable state or federal law, rule or regulation; and insofar as this Chapter does so conflict, it shall be superseded thereby.


Any person who is aggrieved by any act prohibited herein may bring an appropriate action in a court of competent jurisdiction to seek damages, redress of injury, or injunctive relief arising out of any act prohibited herein as provided for by applicable law. Nothing herein shall prevent any person from exercising any right or seeking any remedy to which he or she might otherwise be entitled, nor shall any person be required to pursue any remedy set forth herein as a condition of seeking relief from any court or other agency, except as is otherwise provided by applicable state or federal laws.


All notices required under the provisions of this Chapter shall be served either in person or by mailing to the last-known address appearing in the Commission's records. Counsel of record shall be entitled to a copy of any notices served upon his or her client which shall be mailed to him or her at his or her last-known address as it appears in the records of the Commission. It is the duty of the parties to advise the Commission of any changes in address.

§31-16. Time limitations.

(a) A complaint filed under the provision of this Chapter shall be dismissed by the Executive Director if the alleged violation of this Chapter ended more than 180 days before the date of filing of the complaint.

(b) Any complaint filed under the provisions of this Chapter shall be deemed dismissed after the passage of one (1) year from the date of the filing of the complaint, unless:

1. A conciliation agreement between the parties has been reached;

2. The Commission, after a public hearing, has issued findings and recommendations;

3. The Commission has previously dismissed the complaint; or
(4) The Commission, having determined before or after the expiration of this one (1) year period that there was good cause for extending this time limitation, has, by majority vote, so extended it, provided that in no event may the Commission extend any case beyond a date that is two (2) years from the date of the filing of the complaint, and provided further that, in computing the time under the provisions of this Section, there shall be excluded those days which elapse between the filing and final conclusion of any legal proceedings pertaining to the validity of, or seeking to enforce or prohibit the enforcement of, any of the provisions of this Chapter.

§31-17. Severability.

The provisions of this Chapter are severable, and if any provision, word, sentence, clause, section or part thereof is held illegal, invalid, unconstitutional or inapplicable to any person or circumstance, such illegality, invalidity, unconstitutionality or inapplicability shall not affect or impair any of the remaining provisions, words, sentences, clauses, sections or parts of this Chapter, or their application to other persons or circumstances. It is hereby declared to be the legislative intent that this Chapter would have been adopted if such illegal, invalid or unconstitutional provision, word, sentence, clause, section or part had not been included therein, and if the person or circumstances to which the Chapter or any part thereof is inapplicable had been specifically exempted therefrom.
• **ABAWD Work Requirement**

Federal legislation has mandated that Able Bodied Adults Without Dependents work an average of 20 hours a week in order to maintain benefits. Their employment will be an eligibility requirement. Exemptions include the following:

- Pregnancy
- Dependents
- Students - Half Time
- Other existing employment exemptions

On December 1, 1997 [incomplete text], if they are not employed, they can be certified for three months. If after three months they are (a) Not employed, (b) Not volunteering or (c) Not participating in an approved work program, they cannot be recertified. If they are complying with the work requirement, then they are eligible for 33 more months provided that they continue to comply.

This impacts FSET because although by participating in FSET will fulfill the work requirement, the state is not mandated by law to serve this population. The only other known approved work program is one that is run by JTPA.

• **New Sanctioning Requirement**

*GENERALLY* AFDC/ ESP sanctions will impact Food Stamps. The following charts will detail these changes.
In addition to the mass mailing, Central Office will send to local agencies posters describing these changes. One poster describes Food Stamp penalties; the other poster describes the work requirement for able-bodied adults. Two copies of each poster will sent. Additional posters can be ordered by contacting General Services at 804-697-1110. These poster should be immediately and prominently displayed in the agency.

TEXT OF THE MASS MAILING NOTICE

This letter is to tell you about the following changes to Food Stamp Program rules. These changes were made by the new federal welfare reform law, the Personal Responsibility and Work Opportunity Act of 1996. For more information, contact your worker.

The new law provides that you may only get three months of food stamps in a 36-month period if you are not working at least 20 hours per week. This rule does not apply to you if:

* you are not age 18-50
* you are responsible for a dependent child
* you are already working at least 20 hours/week or are participating in an approved work program
* you are pregnant
* you are medically certified as unable to work
* you meet a work registration exemption.

After you get three months of benefits, you can get an ADDITIONAL THREE MONTHS if you participate in an approved work program or if you go to work but lose your job.

After you get an additional three months of benefits, you can only get food stamp benefits for the remainder of the 36 month period by working at least 20 hours/week.

The following may apply to you even if you are not subject to the above rule:

PENALTIES FOR NOT COMPLYING WITH FOOD STAMP PROGRAM REQUIREMENTS. If you intentionally break Food Stamp Program rules, you could be disqualified from getting food stamp benefits for one year (1st violation), two years (2nd violation), or permanently (3rd violation); subject to a $250,000 fine; imprisoned for up to 20 years; and suspended for an additional 18 months and
THE ARLINGTON EMPLOYMENT CENTER

Invites You to Attend

a

FREE

EMPLOYMENT SEMINAR

Featured Topic: IS GIANT FOOD IN YOUR FUTURE?

Guest Speaker: EVELYN KENLEY, Employment Manager
Giant Food
Fairfax Employment Center
Fairfax, VA

Mrs. Kenley is responsible for the hiring and staffing of 45 stores in Northern Virginia.

Seminar Focus: HOW TO CLIMB THE CAREER LADDER AT GIANT FOOD

Mrs. Kenley will present an overview of Giant Food including types of positions available, salary and benefits. She will discuss various training options which are designed to lead to Career Advancement.

Date: Wednesday, November 1, 1989
6:30 p.m.-7:30 p.m.

Place: Courthouse Building (Main Entrance)
1400 N. Courthouse Rd., Arlington, VA
Room 202 (Court Room)
*Located at the Court House Metro station. Metered and underground parking available.

Registration: REQUIRED, please call 358-4820

This seminar is sponsored by the Arlington Employment Center
2050 N. 15th St., Arlington, VA.

A service of the Arlington County Department of Human Services
New Fiscal Year Budget Features Education, Neighborhoods, Technology

Arlington’s fiscal year 1998 budget of $564.9 million became effective July 1 with only a 2.7 percent increase over the previous year’s revised All Funds budget. The total General Fund budget increased by 3 percent, with nearly 79 percent of all budget increases allocated to meet the needs of Arlington Public Schools.

The General Fund is used for the ordinary operations of County government that are financed from taxes and other general-purpose revenues. This modest increase resulted from a number of cost-cutting steps, which identified $6.2 million in economies, efficiencies, and savings.

Before the budget was adopted, considerable input from the community was heard through public hearings, County Board work sessions, recommendations of the citizen Fiscal Affairs Advisory Commission, and correspondence from numerous individuals and groups.

Neighborhood Day 1997 Set For Sept. 27

As part of the County Board’s year-long emphasis on “Building Community,” Arlington will celebrate “Neighborhood Day” on Saturday, Sept. 27, with activities throughout the community followed by a central celebration with something for all ages.

In civic associations, PTAs, churches, businesses, and community organizations throughout Arlington, plans are underway for a wide range of events during the morning of Neighborhood Day, and everyone is encouraged to become involved. Examples of activities include community cleanups, get-to-know-you morning coffees, voter registration drives, athletic competitions, projects at nursing homes and picnics. The ultimate goals are to reach out to neighbors new and old, and celebrate our part in this community.

Later in the day—watch the local media for details on time and program—a community-wide event will take place on the site of the old courthouse, 1400 N. Court House Road. Through activities and entertainment for all ages, the artistic and cultural richness of Arlington will be celebrated, along with all the people who make this a great community in which to live and work.

For more information on Neighborhood Day 1997, please telephone 358-3952 and tell us of your neighborhood or your area of interest. Your message will be directed to the appropriate staff liaison who will contact you. A brochure will be available on the various Neighborhood Day activities later this summer.

Mixed Paper Is Now Recyclable At Curbside

Attention Arlington single-family residents: Don’t throw away your junk mail! You now can place it at the curb with your other recyclables for collection.

Recyclable mixed paper includes: office paper, brochures and other glossy paper, telephone books, file folders, junk mail, envelopes with and without windows, paperboard such as cereal and shoe boxes, “Post-It” notes and self-adhesive paper, and-paper bags. Put your mixed paper in a plastic grocery bag and place it at the curb beside your yellow bin.

Keep your mixed paper separate from your newspaper, magazines, and catalogs, which should continue to be bundled with string or placed in paper grocery bags for collection.
Symbiosis Conference Set For Sept. 20

Sometimes it seems that the more we learn about the world’s problems, the bigger they get. This September, however, Arlingtonians have an unusual opportunity to gain some perspective by listening to some of the country’s leading thinkers on human society and nature, without even leaving the County.

**Symbiosis: Towards Healthy Integration of Science, Society, and Planet**—a one-day conference—will be held on Saturday, Sept. 20, at Washington-Lee High School, 1300 N. Quincy St., from 8:30 a.m. to 4 p.m. The morning session will include talks by Jeremy Rifkin, author of numerous books about the impact of technological changes on the economy, society and the environment; William A. McDonough, world-renowned architect and recipient of the Presidential Award for Sustainable Development; and Daniel Botkin, George Mason University Professor of Biology and Director of the Program on Global Change.

Afternoon discussion sessions will provide an opportunity to interact with other members of the community and analyze the various “life systems” that

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**Use Your Expertise To Aid The Electoral Process**

Voters In Partnership is a new effort of the County’s Office of Voter Registration that allows businesses, civic organizations and individuals to become involved in supporting the electoral process by developing programs in their own areas of expertise to promote voter registration, education or participation. This is an ideal and convenient way to support an essential part of the democratic process. Some examples are:

- Designing and promoting a “register and vote” logo;
- Producing public service announcements for broadcast media about the importance of registering and voting;
- Producing an in-house video to use with employees, encouraging volunteers to register fellow workers, explaining the importance of voting, and providing details on November’s ballot;
- Printing and distributing bumper stickers;
- Organizing and conducting a voter registration drive;
- Producing a video on how to use the electronic voting machine;
- Setting up a program with large apartment and condominiums so that managers may give new residents voter registration applications; and
- Speaking on the importance of registering and voting.

Partnership ideas can be mailed or faxed to the Office of Voter Registration, 2100 Clarendon Blvd., Suite 320, Arlington, VA 22201. The fax number is 358-3659. Please include the name, address, telephone and fax number of the contact person. The office number is 358-3456.
Call Is Out For CDBG Funding Proposals

Arlington’s annual request for proposals for funding through the annual Community Development Block Grant (CDBG) program begins in August.

Although funding requests are not due until Oct. 3, it’s not too early to begin planning your proposal. A wide range of activities is eligible, although each proposed program must principally serve low-income persons. The County’s major emphasis for use of the grants in fiscal year 1999 will continue to be housing, housing-related services, Neighborhood Strategy Area revitalization, and economic development.

Arlington historically receives more than $2 million of CDBG funds from the federal government to help address the housing and community development needs of low and moderate income residents. The County’s CDBG program includes revitalization efforts in four “Neighborhood Strategy Areas”—Arlington Valley, Buckingham, Columbia Heights West and Nauck. Residents, particularly those living in these neighborhoods, are encouraged to participate in this comprehensive planning effort, which will involve CDBG funds as well as other funding sources.

For more information, forms, and instructions, telephone Daniel Benitez at 358-3823.

CDCAC Seeks Members

The County Board is seeking individuals who can represent the interests of several constituencies on the Community Development Citizens Advisory Committee (CDCAC). The CDCAC is key to citizen involvement in all aspects of the federal CDBG program. The CDCAC advises the Board about priorities and programs, as well as reviews accomplishments of the program. Interested individuals may apply for appointment in one of the following areas: Tenant Interests At-Large, Children/Family Interests At-Large, Hispanic Interests At-Large, or Asian-American Interests At-Large. Telephone Daniel Benitez at 358-3760 for more information about the work of the committee and to learn about application procedures.

Applications should be submitted by Sept. 2.

Cross-Cultural Dialogues Planned

The County’s Multicultural Advisory Commission is sponsoring a series of cross-cultural exchanges, the Community Dialogue Project, to increase communication and understanding across the diverse populations of the County.

The Dialogue Project will bring together groups of 8 to 12 residents for a series of three sessions to be held in September, October and November.

The dialogues will provide excellent opportunities for participants to get to know their neighbors from different racial, ethnic and cultural backgrounds, and will help to break down the often invisible barriers that divide communities. Dialogue sessions will last about two hours and will have a designated facilitator to help ensure a lively, balanced and focused discussion where participants can informally exchange and explore ideas. Participants must make a commitment to attend all three sessions.

The idea of dialogues has been tried in other communities and found to be a good means of improving communication and understanding.

Individuals interested in participating can get registration information by telephoning 358-3260 and speaking with either Gail Lucas or Nelson Rios.

The Multicultural Advisory Commission is a County Board-appointed citizen advisory group.

Did You Know?

Robert G. Smith began his tenure as Superintendent of Arlington Public Schools, effective July 1. Formerly Assistant Superintendent for Curriculum and Instructional Services for the Spring Independent School District in Houston, Texas, Dr. Smith has been an educator for 31 years, including 15 in the Frederick County, Maryland Public Schools system where he held several senior positions.

You can be an official ringer of the Constitution Garden Bell, located at the northeast corner of George Mason Drive and Wilson Boulevard. The bell is rung on all federal holidays at noon, except for Veterans Day, when it is rung at 11 a.m., and on New Year’s Eve, when it is rung at midnight. If you don’t care to ring the bell, then join the audience to hear and see the bell rung on one of these holidays (except in inclement weather): New Year’s; Martin Luther King, Jr. Day; President’s Day; Memorial Day; July 4th; Labor Day, Columbus Day and Veteran’s Day. If you are interested in being a bell ringer on a particular day, telephone Ron Ross at 528-0950, to make arrangements.

Volunteers are being sought who can make a weekly commitment of two hours to read to blind or visually disabled Arlington residents. Interested individuals may call Volunteers for the Blind or Visually Handicapped for details at 301-589-0894.

The Arlington County Disability Advisory Commission is seeking new members to fill five vacancies. Persons with physical and/or sensory disabilities are strongly encouraged to apply. The commission advises the County Board regarding issues relating to disability, access and the Americans with Disabilities Act. Meetings are held six times a year on the third Tuesday of the month at 7 p.m. in Courthouse Plaza, 2100 Clarendon Blvd. Please contact Kathleen Desmond Porter at 358-4786 (TTY: 358-4612) for more information.
Mixed Paper Is Now Recyclable At Curbside

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Please do not include the following material with your mixed paper: tissue or toweling; waxed paper items, such as paper cups or milk cartons; hardcover books; carbon paper; copy ream wrappers; food wrappers or other paper contaminated with food waste.

Mixed paper also can be recycled at the County’s two recycling drop-off centers, located at Columbia Pike and Four Mile Run Drive; and in the Fresh Fields Whole Foods Market auxiliary parking lot, in the 2700 block of Clarendon Boulevard.

For more information on recycling mixed paper, telephone the County’s Solid Waste Division at 358-6570.

Refuse/Recycling Fee Increased July 1

The solid waste fee increased by $5.72 per quarter, from $34.43 to $40.15, with the start of the County’s new fiscal year on July 1. The new rate eliminates general taxpayer support of the refuse collection program, making it solely user-funded, and permits the collection, disposal, and administrative costs to be fully recovered. The old solid waste fee covered 95 percent of these costs.

The increase also will fund replacement of refuse carts as they reach the end of their warranted service lives, the addition of mixed paper to curbside recycling and contract cost increases.

This is the first solid waste fee increase since 1993, and Arlington County’s solid waste fee remains one of the lowest in the region.

Coming Tax Deadlines

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account will be automatically charged on the due date of the tax you have chosen to pay;

In person at the Treasurer’s Office, Suite 215, 2100 Clarendon Blvd., where hours of operation are 8 a.m. until 5 p.m., Monday through Friday.

Also, for your convenience, an after-hours night depository is located at the corner of Clarendon Boulevard and North Wayne Street.

County’s Fiscal Year 1998 Budget

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General Fund Operating Reserve was increased from $6.5 million last year to $7.6 million.

Funding of $4.5 million has been provided to finance a 1.5 percent cost-of-living adjustment for County and School employees.

Funding has been provided for a $1.5 million investment in improved, enhanced, and expanded computer technology.

In the areas of public health and safety, the budget:

Enhances Advanced Life Support service delivery to Arlington citizens by increased funding of paramedic engine service, as well as new and more technologically advanced breathing apparatus for the County’s firefighters;

Continues Community Based Problem Oriented Policing, including the Crystal City/Aurora Highlands communities, to begin later this year (in addition, a $300,000 contingent was approved to expand Police resources at a later date);

Consolidates bureaus within the Public Health Division in the Department of Human Services to provide better coordination of services in a more cost-effective way; and

Funds implementation of the Virginia Information System Integrated Online Network (VISION), integrating State and County databases for all major health programs.

In the areas of environment and recreation, the budget:

Implements white paper recycling;

Implements new recreation programing at the Arlington Mill Community Center;

Provides continued staff support for management and programing at the County’s new Fort C. F. Smith Park;

Provides new resources for quicker implementation of the Neighborhood Conservation Program; and

Achieves further savings in the refuse collection program by eliminating one truck from the fleet and redesigning work procedures, and continues the process redesign in the Water Pollution Control Division, resulting in funding for 19 fewer FTEs.

In the area of taxes and fees, the budget:

Increases the real estate tax rate by 2.6 cents, from 96 to 98.6 cents per $100 of valuation, which translates into a 3 percent, or $54, increase in the average annual tax bill for homeowners (Arlington still maintains the lowest real estate tax rate in the Washington Metropolitan area);

Maintains the personal property tax rate at $4.40 (effective vehicle rate is $3.96), which is lower than Alexandria, Fairfax County and Falls Church;

Increases the County’s telephone tax rate from 95 cents to $1.60 per month to more fully recover the costs of the County’s Emergency Communications Center;

Provides a new, lower depreciation schedule for the business tangible taxation of computers, giving County businesses an annual $2 million County tax reduction;

Increases the household solid waste rate to $160.60 per year, which will have the effect of eliminating the current solid waste subsidy of this service, in part;

Increases fees in several other areas to reach full cost recovery, including fees for some health and human services, subdivision plat reviews and some permit fees, preschool programs and at the Lee Center Crafts Shop; and

Leaves the County’s water/sewer rate unchanged.

Pay-As-You-Go Capital Program

The County and Schools Pay-As-You-Go (PAYG) Capital Program of $17 million for fiscal year 1998 provides up-front funding for construction, expansion or renovation of public infrastructure and government facilities, such as Schools, Fire Station #2, the improvement of certain streets in the County and water system distribution improvements.

Looking ahead to the next fiscal year, the County Board established budget guidelines for FY 1999, including implementation of a modified budgeting process aimed at considering a range of program and policy options for funding increases and decreases.
Events Just Around The Corner

Please note that event schedules are subject to change, so you should telephone the listed number for schedule updates and confirmations. Telephone numbers are in the 703-area code unless otherwise noted. TTY-users should use 358-6411 unless another number is shown. Most events are free unless an admission fee is noted.

THURSDAY, JULY 10
John Stoddard in an R&B/Jazz concert at Crystal City Waterpark, S. 18th Street and Crystal Drive, 11:30 a.m.-1:15 p.m. 358-6960.

Children's Theatre Stage Door Workshop Performance. Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

Through July 11.

Snakes. For kids in grades K-2. Gulf Branch Nature Center, 3608 N. Military Road, 3-4 p.m. Reservations: 358-3403.

SATURDAY, JULY 12
KK and Feeling Friends. Children's songs in the "Kids al Fresco" series at Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 3 p.m. 358-6960.

Balinese Gamelan Ensemble. Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

Man's Use of Rocks and Minerals, for kids, grades 1-3. Long Branch Nature Center, 625 S. Carlin Springs Road, 10:30 a.m.-noon. Reservations: 358-6535.

Blacksmiths' Open Forge. Families are invited to watch members of the Blacksmiths' Guild of the Potomac use fire and muscle to transform raw materials into useful tools and beautiful objects. Gulf Branch Nature Center, 3608 N. Military Road, 1-3 p.m. 358-3403.

Summer Plant Identification for adults. Long Branch Nature Center, 625 S. Carlin Springs Road, 2-4:30 p.m. Reservations: 358-6535. Also July 26, Aug. 9 and Aug. 23.

SUNDAY, JULY 13
National Concert Band. Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

TUESDAY, JULY 15
Bradford Hayes Quartet Jazz Concert. Crystal City Waterpark, S. 18th Street and Crystal Drive, 11:30 a.m.-1:15 p.m. and at Ballston Common Mall, 701 N. Glebe Road, 5 p.m. 358-6960.

WEDNESDAY, JULY 16
Robert Jospé plays jazz. Courthouse Plaza, 2100 Clarendon Blvd., 6:30 p.m. 358-6960.

THURSDAY, JULY 17
Alias Smith and Jones country rock concert at Crystal City Waterpark, S. 18th Street and Crystal Drive, 11:30 a.m.-1:15 p.m. 358-6960.

FRIDAY, JULY 18
"The Phantom Tollbooth," a children's opera presented by the Opera Theatre of Northern Virginia. Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960. Also July 19; rain date July 20.

Bats on the Wing. For adults and children over grade 3. Gulf Branch Nature Center, 3608 N. Military Road, 7:30-8:30 p.m. Reservations: 358-3403.

Night-Sift Campfire for families. Find out who works the "night-shift" in the Virginia woods. Long Branch Nature Center, 625 S. Carlin Springs Road, 8-9:30 p.m. Reservations: 358-6535. Also Aug. 15.

SATURDAY, JULY 19
Battersby Duo presents an afternoon of zany songs at the "Kids al Fresco" series at Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 3 p.m. 358-6960.

Ball-Sellers Historic House presents a gristmill video depicting the early craft of milling and some of the historic mills in the United States. 2 p.m., 5620 S. Third St. 379-2123.

Colombia National Day. Barcroft Park, 4100 S. Four Mile Run Drive, 6-10 p.m. 358-6415.

A lunchtime concert at Crystal City Waterpark.

Marge Calhoun plays progressive country music at Crystal City Waterpark, S. 18th Street and Crystal Drive, 6:30 p.m. 358-6960.

SATURDAY, JULY 20
Butterfly Count for adults. Survey is part of the International 4th of July Butterfly Count. All knowledge levels are welcome. Long Branch Nature Center, 625 S. Carlin Springs Road, 9 a.m.-3 p.m. $2. Reservations: 358-6535.

TUESDAY, JULY 22
Kevin Davis & Ban Caribe play Clave Soul/Caribbean music in concert at Crystal City Waterpark, S. 18th Street and Crystal Drive, 11:30 a.m.-1:15 p.m. and at Ballston Common Mall, 701 N. Glebe Road, 5 p.m. 358-6960.

WEDNESDAY, JULY 23
Smile plays urban contemporary music at Courthouse Plaza, 2100 Clarendon Blvd., 6:30 p.m. 358-6960.

THURSDAY, JULY 24
Tom Prasado-Rao performs folk music at Crystal City Waterpark, S. 18th Street and Crystal Drive, 11:30 a.m.-1:15 p.m. 358-6960.

Dragonfly program for kids in grades 4-6 at Gulf Branch Nature Center, 3608 N. Military Road, 2:30-3:30 p.m. Reservations: 358-3403.

FRIDAY, JULY 25
Poetry, Prose, Percussion and Song with Tom Teasley and Charles Williams. Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

SATURDAY, JULY 26

Blue Daze plays a tribute to bluegrass great John Duffy in a performance at Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

SUNDAY, JULY 27
Storyteller Jon Spelman spins his tales at Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

Peru National Day. Barcroft Park, 4100 S. Four Mile Run Drive, 11 a.m.-6 p.m. 358-6415.

WEDNESDAY, JULY 30
Atomic Hillbillies play honky-tonk music in Courthouse Plaza, 2100 Clarendon Blvd., 6:30 p.m. 358-6960.

Children's Theatre Stage Door Workshop Performance. Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960. Also Aug. 1.

SATURDAY, AUGUST 2
Da Vinci's Notebook performs a capella pop music in concert at Crystal City Waterpark, S. 18th Street and Crystal Drive, 6:30 p.m. 358-6960.

Hue jazz concert at Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

SUNDAY, AUGUST 3
Paul Reisler of Trapezoid performs New Age folk music at Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 8:30 p.m. 358-6960.

Bolivia National Day. Wakefield High School, 490 S. Chesterfield Road, 1-6 p.m. 358-6415.

TUESDAY, AUGUST 5
Tom Principato plays the Blues at Ballston Common Mall, 701 N. Glebe Road, 5 p.m. 358-6960.

WEDNESDAY, AUGUST 6
John Stoddard plays jazz in Courthouse Plaza, 2100 Clarendon Blvd., 6:30 p.m. 358-6960.

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South America National Day, Barcroft Park, 4100 S. Four Mile Run Drive, 1-6 p.m. 358-6415.

Saturday, September 23

Old Masters Paint-By-Number: A community paint-in on stage at Lubber Run Amphitheater, N. 2nd and N. Columbus Streets, 10 a.m.-8 p.m., no experience necessary. Rain date and finishing touches on Aug. 21. Call 358-6960 to reserve your half-hour painting slot.

Friday, September 5

Butterflies in Flight. A live butterfly exhibit at the Lee-Harrison Shopping Center, Lee Highway and North Harrison Street, 10 a.m.-7 p.m. $4 adults; $3 children, ages 2-12; free to children under 2. This event benefits the Arlington County Chapter of the American Red Cross. 527-3010.


Sunday, September 7

Nicaragua National Day, Barcroft Park, 4100 S. Four Mile Run Drive, 1-6 p.m. 358-6415.
County Achieves “Tree City USA” Status

The County’s commitment to enhancing and preserving our “urban forest” has earned Arlington the status of a “Tree City USA” locality by the National Arbor Day Foundation. This award recognizes communities that have developed comprehensive urban forestry programs.

Arlington’s Urban Forestry Commission, a County Board-appointed citizen advisory committee, worked with County staff to achieve this distinction.

The green canopy that trees provide gives Arlington much of its charm and livability. Trees are an investment in the future of our community, but not just for the beauty that they add to our streets, neighborhoods and open spaces. They also help clean the air, stabilize the soil, protect our waterways, and provide homes for wildlife. The shade provided by trees serves as a natural air conditioner, cooling our urban environment and helping to conserve energy. Although the amount of energy saved at a particular location depends on climate, the amount of tree cover and the type of building, a 10 percent reduction in cooling costs is common and a savings as high as 58 percent of daytime air conditioning costs has been documented.

Tips For Proper Tree Care

- Trees planted in the fall have more time for root systems to develop and recover from transplant shock before the hot, dry summer months arrive.
- Choose trees that are adapted to the specific conditions of the site: trees planted too close to buildings, overhead wires or other structures may result in nuisance or hazardous conditions as the tree grows.
- Do not dig holes deeper than a tree’s root ball. Instead, dig wider holes—two to three times the diameter of the root ball—to encourage horizontal root growth.
- Regularly water newly planted trees and apply mulch to a depth of two to three inches. Mulch should be pulled back from the trunk of the tree, not piled against it.
- Tree maintenance recommendations have changed and some of the older techniques are now known to be harmful. “Topping” trees to reduce crown size causes extreme stress and stimulates weak “sucker” growth. Likewise, painting or sealing pruning cuts and wounds is no longer recommended.
- Make sure that any tree service company you may hire is fully licensed and insured to protect both you and your trees.

For more information, telephone the County’s Cooperative Extension Office at 358-6400.

Land Use Planning Short Course

The Land Use Planning Short Course is coming again this fall and it’s not too soon to register. This two-part course begins Oct. 16 and concludes Oct. 23 at Central Library auditorium, 1015 N. Quincy St. The course outlines the County’s land use policy and process, and teaches how to have a part in key community decisions. Speakers will include County Board members, staff and individuals from the development community. County staff will answer questions at an Information Fair, 6-7 p.m.; the course is scheduled for 7-9:30 p.m. A box supper may be ordered for a fee. Register via voice-mail at 358-3580; telephone 358-3798 for more information.

Volunteers Needed

Here are several ways you can help Arlington’s urban forest through volunteering:

- The Urban Forestry Commission is looking for people who work in the tree profession, as well as those with a general interest in this field to serve on its 11-member, County Board-appointed committee. For an application and information, please call 358-3130.


- Suggest tree-planting projects on County property through the citizen-initiated Public Tree Planting Program. Projects are reviewed by Arlington’s Beautification Committee and the County. For an application, telephone 358-6521.

Plant A Commemorative Tree

Create a positive, lasting impact and contribute to the greening of our community by planting a commemorative tree in an Arlington park to celebrate a birth, memorialize a loved one, or commemorate a special event. County staff will assist you in making the correct choice of tree for the best location. Choices range from small flowering trees for $150 to large shade trees for $200. Prices include planting and mulching. For an application and more information, telephone 358-6521.
Brings Broad Access to Information

A new way to access broad areas of information is now available to Arlington residents at their local branch library, in the Public Schools and, for many residents, in their homes. ACORN—the Arlington County Online Resource Network—makes the search for information easier and more complete. ACORN is a joint project of the Arlington Public Schools and the Arlington Public Libraries, and provides an electronic catalog of local library materials as well as access to an exploding world of electronic information. ACORN includes:

- A combined materials catalog in a single database searchable by key words as well as title, author and format. The screen is simplified and intuitive, and children have their own developmentally appropriate search screen with a robot to help;
- Indexes and full text of two major encyclopedias; periodicals in health, business and general reference; 15 major newspapers; and major Spanish language periodicals;
- "Novelist," a giant memory bank of fiction titles searchable by areas of interest; and
- Internet access, featuring both dedicated sites selected by the Library and general browsing.

Library patrons can place their own reserves (from home or at a library) and, through the Arlington County homepage (www.co.arlington.va.us/), can access the databases remotely with a personal computer and modem 24 hours a day.

ACORN promises to open a new window of opportunity for many in the community by creating a platform for equitable access to information for all Arlingtonians in an age that is information driven and increasingly electronic. Stop in to your local branch library to learn more.

Arlington County is an Equal Opportunity/Affirmative Action employer.

Newseum Is County's Newest Landmark

Arlington now is the home of the region’s newest cultural attraction and the world’s only interactive museum of news. The Newseum, 1101 Wilson Blvd. in the Rosslyn section of the County, opened this spring.

Under its distinctive white dome, Newseum-goers are taken behind the scenes to get a deeper understanding of the role of news and a free press. The Newseum is funded and operated by The Freedom Forum, a nonpartisan, international foundation.

In its unique "Interactive Newsroom," visitors get the chance to be television news anchors or radio sportscasters, appear on a magazine cover, investigate a story or edit a front page using touch-screen computer exhibits, or try out other hands-on activities.

Among artifacts on display are the first newspaper published in British North America in 1690; Thomas Paine’s writing desk and first edition of his Common Sense pamphlet; and the announcement of the start of the Civil War in the Charleston Mercury.

Features include an "Ethics Center," where visitors make their own choices of some of the real-life dilemmas journalists face; and an "Opinion Center," where visitors register their opinions on hot topics of the day in a daily poll. The Newseum also houses a 220-seat theater with a 20-by-40-foot high-definition video screen showing a film about news, journalism and the role of a free press in free societies.

The Newseum is open Wednesday through Sunday, 10 a.m. - 5 p.m., except Thanksgiving, Christmas and New Year’s Day. Timed-entry passes are available for same-day admission. Admission to the Newseum is free.

For more information, visit the Newseum’s web site at www.newseum.org, or telephone 284-3544.

Symbiosis Conference Set For Sept. 20

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Symbiosis is that new relationships among community groups and institutions will be spawned from this process.

The Citizen

Arlington Resident
Arlington, Virginia