



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON
307 CHAMBERLAIN AVENUE
FORT GORDON, GEORGIA 30905-5000

IMGO-ZA

JUL 22 2020

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 06 - Reasonable Accommodation for Individuals with Disabilities

1. References:

- a. Rehabilitation Act of 1973, 42 USC § 12112
- b. Executive Order No. 13164, dated 20 October 2000.
- c. Equal Employment Opportunity Commission (EEOC) guidance, dated 17 October 2002.
- d. The Americans with Disabilities Act (ADA) Amendments Act of 2008.

2. Policy: I fully support reasonable accommodations for individuals with disabilities and consider it a matter of high priority. It is my intent with this policy to fully comply with the reasonable accommodations requirements of the Rehabilitation Act of 1973. Under the law, federal agencies must provide reasonable accommodations to qualified employees or applicants with disabilities, unless to do so would cause undue hardship. Fort Gordon is committed to providing reasonable accommodations to its employees and applicants for employment, in order to assure that individuals with disabilities enjoy full access to equal employment opportunity at Fort Gordon. Fort Gordon will provide reasonable accommodations when:

- a. An applicant with a disability requires accommodations in order to be considered for a job.
- b. An employee with a disability needs accommodations to enable him or her to perform the essential functions of the job or to gain access to the workplace.
- c. An employee with a disability needs accommodations to enjoy equal benefits and privileges of employment.

3. All requests for reasonable accommodations should be submitted in writing through each employee's supervisory chain; costs related to accommodations are part of the responsibility of each organization. Procedures to follow in submitting a request are located on the EEO website.

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4. The proponent for this action is the Equal Employment Opportunity Office,
(706) 791-4551.

A handwritten signature in black ink, appearing to read 'S. Pick', with a stylized flourish extending to the right.

SHAW S. PICK
COL, SC
Commanding