



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

AMIM-GO-EE

OCT 08 2025

MEMORANDUM FOR All Garrison Personnel

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

1. References:

- a. 29 C.F.R. 1630, EEOC Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act, as Amended 25 March 2011.
- b. The Americans with Disabilities Act (ADA) Amendments Act of 1990, Titles I and V, as amended 18 July 2016.
- c. Army Regulation 690-12, Equal Employment Opportunity and Diversity dated 6 February 2025.
- d. Army Regulation 600-7, Nondiscrimination on the Basis of Handicap in Programs and Activities Assisted or Conducted by the Department of the Army, 6 February 2025.
- e. Rehabilitation Act of 1973, Section 501.
- f. Equal Employment Opportunity Commission (EEOC) Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act, 17 October 2002.
- g. Equal Employment Opportunity Commission (EEOC) Guidance on 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation, 20 October 2000.

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

AMIM-GO-EE

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

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.

4. This policy is effective until superseded or rescinded. This policy will be posted on all official bulletin boards and websites. The proponent for this action is the Equal Employment Opportunity Office at (706)791-4551.



ANTHONY J. KAZOR
COL, CM
Commanding