



**DEPARTMENT OF THE ARMY**  
**US ARMY INSTALLATION MANAGEMENT COMMAND**  
**HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT JACKSON**  
**2400 JACKSON BOULEVARD**  
**FORT JACKSON, SOUTH CAROLINA 29207-5015**

AMIM-FJG-EE (690-12)

28 June 2023

MEMORANDUM FOR All United States Army Garrison (USAG) Fort Jackson Personnel

SUBJECT: United States Army Garrison Policy Memorandum #8 - Reasonable Accommodation for Individuals with Disabilities

**1. REFERENCES:**

- a. The Rehabilitation Act of 1973
- b. The Americans with Disabilities Act of 1990
- c. Title 29 Code of Federal Regulations, part 1630
- d. Executive Order 12164, dated 26 July 2000
- e. Equal Employment Opportunity Commission, Management Directive 715
- f. The Americans with Disabilities Act Amendments Act of 2008

2. It is the policy of USAG Fort Jackson to fully comply with the Rehabilitation Act. Under the law, federal agencies must provide reasonable accommodation to qualified employees and applicants with disabilities, unless to do so would cause undue hardship.

3. I am committed to ensuring that all employees and applicants are afforded full access to equal employment opportunities without regard to any disability and to provide a prompt, fair, and efficient process for responding to reasonable accommodation requests. All USAG Fort Jackson managers and supervisors will complete the training offered by the Equal Employment Opportunity (EEO) Office and comply with the guidance provided in the U.S. Army Procedure for Providing Reasonable Accommodation for Individuals with Disabilities, AR 690-12, dated 12 December 2019.

4. An individual with a disability is someone who has (1) a mental or physical impairment that substantially limits one or more major life activity, (2) a record of such impairment, or (3) is regarded as having an impairment.

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5. A reasonable accommodation is a change in the work environment or in the way things are customarily done that would enable an individual with a disability to enjoy equal employment opportunities.

6. Proponent: Fort Jackson EEO Disability Manager at (803) 751-5443.



TIMOTHY R. HICKMAN  
COL, AG  
Commanding