



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON COMMAND, FORT KNOX
111 E CHAFFEE AVENUE
FORT KNOX, KENTUCKY 40121-5256

AMIM-KNG-EE (100)

21 March 2025

MEMORANDUM FOR

Commander, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Fort Knox Partners in Excellence, Staff Offices/Departments, This
Headquarters

SUBJECT: Fort Knox Policy Memo No. 05 – Reasonable Accommodations for
Individuals with Disabilities

1. References:

a. Executive Order (EO), 13164, (Establishing Procedures to Facilitate the Provision
of Reasonable Accommodations)

b. Equal Employment Opportunity Commission's (EEOC's) Policy Guidance on
Executive Order 13164: Establishing Procedures to Facilitate the Provision of
Reasonable Accommodations

c. 29 C.F.R. Part 1614.203, (Rehabilitation Act)

d. 29. C.F.R. Part 1630, (Regulations to Implement the Equal Employment
Provisions of the Americans with Disabilities Act).

e. Army Regulation (AR) 690-12 (Equal Employment Opportunity Program)

2. Purpose: To provide guidance for the implementation of reference 1a through 1e, as
identified above.

3. Applicability: All activities serviced by the USAG Fort Knox Equal Employment
Opportunity (EEO) Office.

4. Policy: Fort Knox policy is to fully comply with the reasonable accommodation
requirements of the Rehabilitation Act and the Americans with Disabilities Act. Under
the law, federal agencies must provide reasonable accommodations to qualified
employees or applicants with disabilities, unless to do so would cause an undue
hardship.

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5. Fort Knox supervisors/managers will process requests for reasonable accommodations and, when appropriate, provide reasonable accommodations in a prompt, fair, and efficient manner. All Fort Knox personnel and applicants for employment with Fort Knox are to follow procedures outlined by the reference 1e above. All other employees and applicants with questions regarding the procedures for processing reasonable accommodations requests should contact the EEO Office.
6. A copy of this correspondence will be posted on bulletin boards until superseded.
7. Point of Contact for this policy is the Equal Employment Opportunity Director, Mr. Robert J. Brown, phone number: 502-624-1325.

CHRISTOPHER J. RICCI
COL, IN
Commanding