



**DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RECRUITING COMMAND AND FORT KNOX
1307 THIRD AVENUE
FORT KNOX, KENTUCKY 40121-2725**

AMIM-KNG-EE

17 August 2023

MEMORANDUM FOR

Commanders, Fort Knox Partners in Excellence
Commanders, All Units Reporting Directly to This Headquarters
Deputy Chiefs of General Staff and Chiefs of Special Staff Offices, HQ USAREC

SUBJECT: Fort Knox Policy Memo 6 Reasonable Accommodation

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. The Rehabilitation Act of 1973, as amended.

f. The Americans with Disabilities Act of 1990 and ADA Amendments Act of 2008.

g. Equal Employment Opportunity (EEO) Commission Management Directive 715

d. Army Regulation 690-12 (Equal Employment Opportunity and Diversity)

2. Fort Knox and the U.S. Army Recruiting Command will fully comply with the reasonable accommodation requirements of the Rehabilitation Act of 1973, as amended. Under the law, Federal agencies must provide reasonable accommodation to qualified employees or applicants with disabilities, unless to do so would cause undue hardship to the employing or hiring organization.

3. I expect all commanders and management officials to expeditiously process requests for reasonable accommodation made by employees and applicants for employment. Managers are required to engage in an "interactive process" with the individual to determine whether an accommodation is appropriate. For personnel at Fort Knox,

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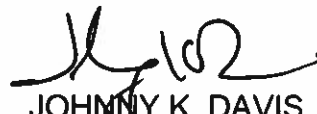
SUBJECT: Policy Memorandum 6 – Reasonable Accommodation

questions may be directed to the Fort Knox EEO at (502) 624-1325, 3171, or 6196, Email: usarmy.knox.imcom-atlantic.mbx.eeo@mail.mil; for remotely assigned TRADOC (USAREC and USACC), contact TRADOC disabilities program manager at (757) 501-6505.

4. Commanders and management officials must ensure that individuals with disabilities are afforded every opportunity to compete for employment, awards, and advancements. Special authorities exist to expedite hiring veterans and individuals with disabilities and, where appropriate, they will be utilized to the greatest extent.

5. We should strive to employ talented individuals who have much to offer our U.S. Army Civilian Corps.

6. The point of contact is Mr. Robert Brown at 502-624-1325 or robert.j.brown100.civ@army.mil



JOHNNY K. DAVIS
Major General, USA
Commanding