



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)

30 June 2021

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Commanders, Fort Knox Partners in Excellence
Directors and Chiefs, 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, 26 July 2000.

b. Equal Employment Opportunity Commission's (EEOC's) Policy Guidance on
Executive Order 13164: Establishing Procedures to Facilitate the Provision of
Reasonable Accommodations, 20 October 2000.

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 690-12 (Equal Employment Opportunity and Diversity), Appendix
C, Procedures for Providing Reasonable Accommodation for Individuals With
Disabilities, 12 December 2019.

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

3. Applicability. All activities serviced by the U.S. Army Garrison (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.

5. Fort Knox supervisors/managers will process requests for reasonable
accommodations and, when appropriate, provide reasonable accommodations in a

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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. Fort Knox is committed to providing reasonable accommodations to its employees and applicants for employment in order to ensure that qualified individuals with disabilities enjoy full access to equal employment opportunity at Fort Knox. I fully support reasonable accommodations for qualified individuals with disabilities and consider it a matter of high priority.

7. A copy of this correspondence will be posted on bulletin boards until superseded.

8. Point of contact for this policy is the Equal Employment Opportunity Director, Mr. Robert J. Brown at (502) 624-1325.

LANCE A. O'BRYAN
COL, FA
Commanding