Making a Request for PAS

As with reasonable accommodation, an employee may request PAS by informing a supervisor, the Disability Program Manager (DPM) located in the Fort Rucker EEO Office, or appropriate management official that he or she needs assistance with daily life activities because of a medical condition.

How do I Process a Request for PAS?

If you are the supervisor or management official of an employee requesting PAS, you need to engage in an interactive discussion with the employee to determine the specific services they need in order to be able to function in getting to, or while at work. Then contact your Fort Rucker Disability Program Manager.

Who performs the PAS services?

The agency may use an existing employee who already performs similar service as part of his or her regular job or hire federal employees, independent contractors, or a combination of employees and contractors to perform personal assistance services.

Contact Information

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Personal Assistance Services (PAS)

PAS
Personal Assistance Services

What are Personal Assistance Services (PAS)?

Personal Assistance Services (PAS) are defined as “assistance with performing activities of daily living that an individual would typically perform if he or she did not have a disability, and that is no otherwise required as a reasonable accommodation; examples include, assistance with removing and putting on clothing, eating, using the restroom, and pushing a wheelchair or assistance with getting into or out of a vehicle at a worksite.”

How do Personal Assistance Services help people with disabilties?

For many indviduals with disabilities, personal assistance services (PAS) help make employment possible. Depending on the individual, such activities might include getting up and ready for work, bathing, dressing, cooking, cleaning, or running errands.

What makes a person qualified for a PAS?”

- ✓ The individual is an employee of the agency;
- ✓ The individual has a targeted disability;
- ✓ The individual requires the services because of his or her targeted disability;
- ✓ The individual will be able to perform the essential functions of the job, without posing a direct threat to safety once PAS and any required reasonable accommodations are provided; and
- ✓ Providing PAS will not pose an undue hardship on the Agency.

PAS
Personal Assistance Services

What are Targeted Disabilities?

Targeted Disabilities are a subset of the larger disability category. It usually indicates that the disability is severe. Some examples are:

- ✓ Developmental disabilities, for example cerebral palsy or autism spectrum disorder
- ✓ Traumatic Brain Injuries
- ✓ Deafness or serious difficulty hearing
- ✓ Blindness or serious difficulty seeing
- ✓ Missing extremities
- ✓ Significant mobility impairments
- ✓ Partial or complete paralysis
- ✓ Epilepsy and other seizure disorders
- ✓ Intellectual disabilities
- ✓ Significant Psychiatric Disorders
- ✓ Dwarfism
- ✓ Significant Disfigurement