DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS U.S. ARMY GARRISON
2218 6TH AVENUE
FORT RUCKER AL 36362-1100

GC Policy Memo 25-37

AMIM-REO (690-12a)

23 JUL 2025

MEMORANDUM FOR U.S. Army Aviation Center of Excellence, U.S. Army Garrison and Tenant Units and Directorates, Fort Rucker, AL 36362

SUBJECT: Commander's Policy on Reasonable Accommodations including the Pregnant Workers Fairness Act (PWFA).

1. I fully support providing qualified individuals with disabilities reasonable accommodation to perform the essential functions of their job. Supervisors will engage in an interactive process with their employees to determine the best accommodation to meet the employee's specific needs. Reasonable accommodations will be granted to qualified employees or applicants with disabilities, unless doing so would create an undue hardship to the employing or hiring organization.

2. The Pregnant Workers Fairness Act provides for reasonable accommodations, to include removing one or more essential functions of a position, when a disability exists because of pregnancy. It is incumbent for Supervisors to engage in the interactive process and provide temporary accommodation to those workers covered by this act.

3. Procedures for processing requests for reasonable accommodations may be obtained by contacting the Equal Employment Opportunity Office at 334-255-9219.

4. This memorandum supersedes Policy Memo 25-37, dated 30 January 2025, and will remain in effect until changed or formally rescinded.

JEFFREY L. PAULUS
COL, AV
Garrison Commander