



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

REPLY TO
ATTENTION OF:

IMKN-EE

OCT 23 2015

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, 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. Equal Employment Opportunity Commission (EEOC), Procedures for Providing
Reasonable Accommodation for Individuals With Disabilities, February 9, 2001.

2. Purpose. To provide guidance for the implementation of references 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. Fort Knox is committed to providing reasonable accommodations to its employees and applicants for employment in order to assure 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. POC for this policy is the Equal Employment Opportunity Officer, phone number: 624-1325.


STEPHEN K. AITON
COL, AG
Commanding

DISTIBUTION: A