



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON COMMAND, FORT KNOX
127 6TH AVENUE, SUITE 202
FORT KNOX, KENTUCKY 40121-5719

REPLY TO
ATTENTION OF:

Expires 24 October 2013

IMSE-KNX-EE0

24 October 2011

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Fort Knox Policy Memo No. 28-11 – 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) Guidance, 20 October 2000.

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. 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. Fort Knox provides reasonable accommodations when the following occurs:

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a. An applicant with a disability requests accommodation in the application process.

b. An employee with a disability, who with or without an accommodation, can perform the essential function of the job and requests an accommodation for work or to gain access to the workplace.

c. An employee with a disability requests accommodation to enjoy equal benefits and privileges of employment.

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. I fully support reasonable accommodation for 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.


BRUCE D. JENKINS
COL, AG
Garrison Commander

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