



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND PACIFIC
HEADQUARTERS, UNITED STATES ARMY GARRISON HUMPHREYS
UNIT #15228
APO AP 96271-5228

OCT 11 2017

IMHM-EE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #103, Reasonable Accommodation (RA)

1. References.

a. 29 U.S.C. 791, Employment of Individuals with Disabilities, 26 September 1973.

b. Reference memorandum, SAMR-ZA, 17 March 2009, Subject: U.S. Army Procedures for Providing Reasonable Accommodation for Individuals with Disabilities.

2. It is the policy of USAG Humphreys to provide reasonable accommodation for individuals with disabilities. Reasonable accommodation is defined as a change in the work environment or in the way things are customarily done that enables qualified individuals with a disability to enjoy equal employment opportunities.

3. RA procedures apply to all applicants for employment and employed civilians (appropriated and non-appropriated fund) serviced by the USAG Humphreys Equal Employment Opportunity (EEO) Office.

4. Supervisors, managers, and employees will support the prompt, fair, and efficient processing of requests for accommodations. They will report all requests to the EEO Office.

5. The EEO Office oversees the RA Program and will coordinate, track, and monitor all RA requests, and provide information, advice, and training to managers and employees with respect to reasonable accommodations.

6. POC is the EEO Manager at 753-6482/6753.

Encl
Reasonable Accommodation Process



SCOTT W. MUELLER
COL, AR
Commanding

DISTRIBUTION:
USAG Humphreys Website

Reasonable Accommodation Process

