



REPLY TO  
ATTENTION OF:

DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON  
307 CHAMBERLAIN AVENUE  
FORT GORDON, GEORGIA 30905-5000

IMGO-ZA

SEP 15 2015

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 8 - Reasonable Accommodation for Individuals with Disabilities

1. REFERENCES:

a. IMCOM-SE Policy Memorandum 690-1, April 2008, Civilian Personnel: Equal Employment Opportunities Reasonable Accommodations for Individuals with Disabilities. This memorandum includes guidance on filing a request for reasonable accommodation.

b. Rehabilitation Act of 1973.

c. Executive Order No. 13164, dated 26 July 2000.

d. Equal Employment Opportunity Commission (EEOC) guidance, dated 17 October 2002.

e. The Americans with Disabilities Act (ADA) Amendments Act of 2008.

2. POLICY: I fully support reasonable accommodations for individuals with disabilities and consider it a matter of high priority. It is my intent with this policy to fully comply with the reasonable accommodations requirements of the Rehabilitation Act of 1973. Under the law, federal agencies must provide reasonable accommodations to qualified employees or applicants with disabilities, unless to do so would cause undue hardship. Fort Gordon is committed to providing reasonable accommodations to its employees and applicants for employment, in order to assure that individuals with disabilities enjoy full access to equal employment opportunity at Fort Gordon. Fort Gordon will provide reasonable accommodations when:

a. An applicant with a disability requires accommodations in order to be considered for a job.

b. An employee with a disability needs accommodations to enable him or her to perform the essential functions of the job or to gain access to the workplace.

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c. An employee with a disability needs accommodations to enjoy equal benefits and privileges of employment.

3. All requests for reasonable accommodations should be submitted in writing through each employee's supervisory chain; costs related to accommodations are part of the responsibility of each organization. Procedures to follow in submitting a request are located on the EEO website.

4. The proponent for this action is the Equal Employment Opportunity Office, (706) 791-4551.



SAMUEL G. ANDERSON  
COL, SC  
Commanding

This memorandum rescinds the Garrison Commander's Policy Memorandum No. 8 - Reasonable Accommodation for Individuals with Disabilities, dated 04 September 2014.