

Department of the Navy (DON) policy is to fully comply with the reasonable accommodation requirements of the Rehabilitation Act of 1973. Under the law, federal agencies must provide reasonable accommodation to qualified employees or applicants with disabilities, unless to do so would cause undue hardship. DON 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. Agencies must provide reasonable accommodations: (1) when an applicant with a disability needs an accommodation in order to be considered for a job; (2) when an employee with a disability needs an accommodation to enable him or her to perform the essential functions of the job or to gain access to the workplace; and (3) when an employee with a disability needs an accommodation to enjoy equal benefits and privileges of employment.

Executive Order 13164 mandated written procedures be implemented for processing Reasonable Accommodation Requests. Agencies should follow the guidance provided in Executive Order 13164 when responding to and making decisions regarding requests for reasonable accommodation.

Additional information of interest regarding agencies that provide assistance for individuals with disabilities and/or supervisors/managers dealing with requests for reasonable accommodation may be found at the following web sites:

Information regarding the Computer/Electronic Accommodations Program which provides assistance with requests for accommodations for individuals with visual, hearing, dexterity, and cognitive disabilities within DoD and the federal government: <http://www.tricare.osd.mil/cap/>

The Federal Relay Service (FRS) was established under Public Law 100-542, the Telecommunications Accessibility Act of 1988. FRS provides Communication Assistants (CA) who act as intermediaries for telecommunications between hearing individuals and individuals who are Deaf, Hard-of-Hearing, Deaf-Blind, and/or have speech disabilities. Information about the Federal Relay Service: http://www.fts.gsa.gov/frs/frs_main.htm

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

<http://janweb.icdi.wvu.edu>