



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
950 JEFFERSON AVENUE
FORT EUSTIS, VIRGINIA 23604-5700

ATCS-E

21 APR 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: TRADOC Policy Letter 5, Providing Reasonable Accommodations for Individuals with Disabilities

1. References:

- a. The Rehabilitation Act of 1973, as amended.
- b. The Americans with Disabilities Act (ADA) of 1990 and ADA Amendments Act of 2008.
- c. Memorandum, ASA (M&RA), March 17, 2009, subject: U.S. Army Procedures for Providing Reasonable Accommodation for Individuals with Disabilities.
- d. Memorandum, Assistant Secretary of Defense for Readiness and Force Management, 3 Jun 13, subject: Access for Individuals with Disabilities to Department of Defense Group Events.

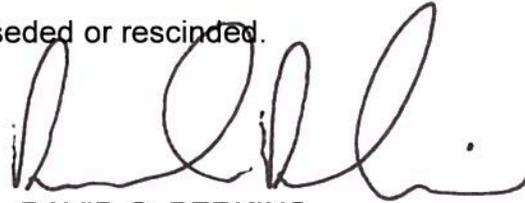
2. I am fully committed to ensuring all TRADOC employees and applicants for employment have full access to equal employment opportunity, to include individuals with disabilities. Under the law, TRADOC has a responsibility to provide reasonable accommodations to qualified employees or applicants with disabilities when possible, unless doing so would cause undue hardship to the organization. In addition, DoD policy (reference 1d) requires accessibility and accommodations be provided for attendees and participants of both internal and public group events when requested (e.g., providing a sign language interpreter).

3. I expect military and civilian leaders to fully comply with the requirements of the Rehabilitation Act of 1973 and the ADA as detailed in the Army Procedures for Providing Reasonable Accommodation (reference 1c). This document provides the Army policy for processing requests for reasonable accommodations from individuals with disabilities. Every effort should be made to process requests for reasonable accommodations in a prompt and efficient manner. Denial of a request for a reasonable accommodation from an employee should only be made after consultation with the installation Disability Program Manager, the installation Staff Judge Advocate or Labor Attorney, and the servicing Civilian Personnel Advisory Center.

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4. This policy letter is effective until superseded or rescinded.

A handwritten signature in black ink, appearing to read 'D. Perkins', with a period at the end.

DAVID G. PERKINS
General, U.S. Army
Commanding

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