



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON WIESBADEN
UNIT 29623
APO AE 09005-9623

IMWB-ZA

09 July 2012

MEMORANDUM FOR All Members of the USAG Wiesbaden Community

SUBJECT: US Army Garrison Wiesbaden Command Policy Letter 8, Reasonable Accommodation

1. References:

- a. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 March 1988.
- b. Army Procedures for Providing Reasonable Accommodation for Individuals with Disabilities, dated 21 November 2008.
- c. The Americans with Disabilities Act, dated 26 July 1990.
- d. The Equal Employment Opportunity Commission Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation, dated 20 October 2000.

2. Purpose: To define and establish the United States Army Garrison (USAG) Wiesbaden Commander's Reasonable Accommodation policy

3. Applicability: This Policy applies to all applicants for employment, United States (US) employed civilians, military and local national supervisors of (US) civilians in the Wiesbaden community.

4. Policy: I am committed to ensure that processes are in place and followed to promote the employment and retention of individuals with disabilities (IWD's), especially with targeted disabilities and disabled veterans. This includes removing architectural and attitudinal barriers that hinder the employment of IWD's.

a. I fully support the reasonable accommodations requirements of the Rehabilitation Act of 1973, as amended. Reasonable accommodation will be afforded to qualified employees or applicants with disabilities, when appropriate, as soon as reasonably possible, unless to do so would cause an undue hardship.

b. Managers, supervisors and leaders are expected to process requests for reasonable accommodation and, when appropriate, provide reasonable accommodation.

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c. Procedures for requesting a reasonable accommodation can be found on the US Army Wiesbaden Equal Employment Opportunity (EEO) website, <http://www.wiesbaden.army.mil/sits/installation/eo.asp>.

d. This policy will be posted on all official bulletin boards and on the USAG Wiesbaden webpage.

5. Point of contact for this memo is MS. Yvonne McQuire, Equal Employment Opportunity Officer, who may be reached at DSN: 337-5610/5616/5535 / CIV: 0611-705-5610/5616/5535 or via email: Yvonne.M.McQuire.civ@mail.mil



DAVID H. CARSTENS
COL, MI
Commanding