

THE MILITARY DEPARTMENT AMERICANS WITH DISABILITIES ACT POLICY

The Military Department is committed to providing and promoting equal opportunities in all of its programs and services. This commitment includes adhering to the mandates of the Americans with Disabilities Act (ADA) of 1990, which makes it unlawful to discriminate against a qualified person with a disability in all aspects of the employment process and in the provision of services and benefits.

The ADA utilizes a three-pronged definition of disability. An individual with a disability is; any person that (1) has a physical or mental impairment that substantially limits one or more major life activities, (2) has a record of such impairment, or, (3) is perceived or regarded as having such an impairment.

The Military Department is also committed to providing reasonable accommodations to qualified persons with disabilities. This will ensure the full and fair participation of all employees and the public in all Department programs and activities.

The Americans with Disabilities Act enables society to benefit from the skills and talents of individuals with disabilities, similar to those provided by Title VII of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, sex, national origin, and religion and Section 504 of the Rehabilitation Act of 1973 which is the foundation for the Americans with Disabilities Act.

As with each civil rights legislation, every employee is expected to comply with the provisions of the Americans with Disabilities Act. All employees are expected to support the Department's efforts and programs which are designed to promote and achieve the principles of the Americans with Disabilities Act.