



**DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON COMMAND, FORT KNOX
111 E CHAFFEE AVENUE
FORT KNOX, KENTUCKY 40121-5256**

AMIM-KNG-EE (100)

14 July 2023

MEMORANDUM FOR

**Commander, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Fort Knox Partners in Excellence, Staff Offices/Departments, This
Headquarters**

**SUBJECT: Fort Knox Policy Memo No. 05 – Reasonable Accommodations for
Individuals with Disabilities**

1. References:

a. Executive Order (EO), 13164, Establishing Procedures to Facilitate the Provision of Reasonable Accommodations, 26 July 2000.

b. Equal Employment Opportunity Commission's (EEOC's) Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodations, 20 October 2000.

c. 29 C.F.R. Part 1614.203, Rehabilitation Act, 10 April 1992.

d. 29. C.F.R. Part 1630, Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act.

e. Army Regulation 690-12 Equal Employment Opportunity and Diversity, Appendix C, Procedures for providing reasonable Accommodation for Individuals with Disabilities, 12 December 2019.

2. Purpose. To provide guidance for the implementation of reference 1a through 1e, as identified above.

3. Applicability. All activities serviced by the USAG Fort Knox Equal Employment Opportunity (EEO) Office.

4. Policy. Fort Knox policy is to fully comply with the reasonable accommodation requirements of the Rehabilitation Act and the Americans with Disabilities Act. Under the law, federal agencies must provide reasonable accommodations to qualified employees or applicants with disabilities, unless to do so would cause an undue hardship.

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5. Fort Knox supervisors/managers will process requests for reasonable accommodations and, when appropriate, provide reasonable accommodations in a prompt, fair, and efficient manner. All Fort Knox personnel and applicants for employment with Fort Knox are to follow procedures outlined by the reference 1e above. All other employees and applicants with questions regarding the procedures for processing reasonable accommodations requests should contact the EEO Office.

7. A copy of this correspondence will be posted on bulletin boards until superseded.

8. Point of Contact is the Equal Employment Opportunity Director,
Mr. Robert J. Brown, phone number: 502-624-1325.



CHRISTOPHER J. RICCI
COL, IN
Commanding