



DEPARTMENT OF THE NAVY
MILITARY SEALIFT COMMAND
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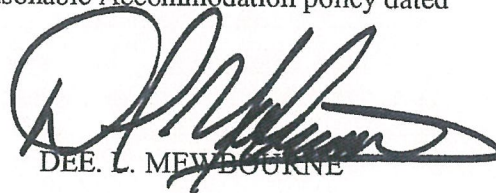
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MEMORANDUM

Subj: COMMANDER'S POLICY ON REASONABLE ACCOMMODATION

- Ref:
- (a) The Rehabilitation Act of 1973, as amended
 - (b) The Americans with Disabilities Act (ADA) of 1990, as Amended
 - (c) The Code of Federal Regulations Section 1614.203
 - (d) 29 Code of Federal Regulations Part 1630
 - (e) EEOC Management Directive 715 (MD-715)
 - (f) Department of the Navy Civilian Human Resources Manual (DON CHRM)
Subchapter 1606
 - (g) Department of Navy Guide for Processing Reasonable Accommodation Requests
 - (h) Office of EEO and Diversity Management, Guidance Advice Memorandum #86
Reassignment as a Reasonable Accommodation, 12 APR 2011
 - (i) COMSCINST 12720.4, 11 FEB 2009

1. As Commander, Military Sealift Command (MSC), and the Equal Employment Opportunity Officer (EEO), I am personally committed to MSC's full compliance with the reasonable accommodation requirements in accordance with references (a) through (e). Consistent with these requirements, all supervisors and managers must provide reasonable accommodation to qualified applicants or employees with disabilities, absent undue hardship. Requests for reasonable accommodation will be processed promptly, fairly, and efficiently in accordance with references (f) through (i).
2. Reference (i) outlines procedures for processing requests for reasonable accommodation. MSC supervisors and managers are expected to expeditiously process requests for reasonable accommodation made by employees and applicants. If you have questions concerning this policy, contact the MSC EEO Disability Program Manager at (757) 341-3310.
3. This memorandum is effective immediately and shall be widely disseminated and prominently posted for viewing on the MSC website <http://www.msc.navy.mil> and on official bulletin boards throughout the workplace.
4. This memorandum supersedes previous Reasonable Accommodation policy dated 29 October 2015.


DEE. L. MEWBORNE