



DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL  
455 MCNAIR AVENUE, SUITE 100  
FORT SILL, OKLAHOMA 73503

ATZR-C

OCT 13 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Memorandum #5C, Trust, Teamwork and Cohesion - 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. Army Regulation (AR) 690-12, Equal Employment Opportunity and Diversity: 12 December 2019
- d. Memorandum, Assistant Secretary of Defense for Readiness and Force Management, 3 June 2013, subject: Access for Individuals with Disabilities to Department of Defense Group Events

2. Policy: We are fully committed to ensuring all Fort Sill Civilian Employees and applicants for employment have full access to equal employment opportunity, to include individuals with disabilities. Under the law, all Fort Sill organizations have 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. Procedures: All 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). Appendix C of AR 690-12 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. Supervisors with decision making authority must consult directly with the installation Disability Program Manager located at the USAG Equal Employment Opportunity Office, 2442 Crane Ave., (580) 442-2570/4024 and the servicing Civilian Personnel Advisory Center at (580) 442-2195 prior to denying a request for accommodation or the particular accommodation request. Decision makers must also obtain legal review from the Office of the Staff Judge Advocate prior to denying a reasonable accommodation or the particular accommodation requested.

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Providing Reasonable Accommodations for Individuals with Disabilities Providing  
Reasonable Accommodations for Individuals with Disabilities

4. This CG Policy Memorandum supersedes CG Policy Memorandum, ATZR-C, 23 August 2022, subject: CG Policy Memorandum #5C, Trust, Teamwork and Cohesion - Providing Reasonable Accommodations for Individuals with Disabilities.

5. The point of contact is the Disability Program Manager at the USAG Equal Employment Opportunity Office, 2442 Crane Ave., (580) 442-2570/4024.



WINSTON P. BROOKS  
Major General, USA  
Commanding

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