

## **AGENCY FOR INTERNATIONAL DEVELOPMENT**

### **POLICY ON**

### **EQUAL EMPLOYMENT FOR EMPLOYEES WITH DISABILITIES**

The Rehabilitation Act of 1973, as amended, requires Federal agencies to develop and implement plans for the hiring, placement, promotion, and retention of disabled individuals. To facilitate employment of the disabled, Federal agencies may use either competitive or special appointing authorities. Realistic standards, based on the tasks of the position, require that applicants possess only the qualifications necessary for safe and efficient performance of the duties of a particular position.

Federal agencies are responsible for providing reasonable accommodations for individuals who meet the following definitions in the Act: "A person who (1) has a physical or mental impairment that substantially limits one or more of such persons' major life activities, (2) has a record of such impairment, or (3) is regarded as having such impairment." When hiring persons with disabilities, efforts are made to accommodate the individuals by removal or modification of barriers to their ability to effectively perform the essential duties of a given position.

**It is the policy of the Agency for International Development:**

- To prohibit discrimination in employment on the basis of physical or mental impairment;
- To promote, with reasonable accommodation, the full realization of equal employment opportunity for the disabled through a continuing affirmative employment program in the Agency, particularly in recruitment, promotions, assignments, and training; and
- To comply with both the letter and spirit of all laws and regulations governing equal employment opportunity and affirmative employment for persons with disabilities.

For more information concerning the implementation of this policy, please contact either the A.I.D. Disability Employment Manager/EOP on (202) 663-1510, or the A.I.D. Selective Placement Coordinator/HRDM on (202) 663-1521.

  
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