



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS-LOUISIANA
OFFICE OF THE ADJUTANT GENERAL
JACKSON BARRACKS
NEW ORLEANS, LOUISIANA 70117

NGLA-JPM-HE

10 September 2020

MEMORANDUM FOR All Louisiana National Guard Managers, Supervisors, and Technicians

SUBJECT: Reasonable Accommodations Policy

1. This policy establishes the procedures for current Federal Technicians and prospective applicants requesting reasonable accommodations for employment in the Louisiana National Guard, hereinafter referred to as the "Agency."
2. This policy is in compliance with the Final Rule of 29 C.F.R. § 1614.203 – Rehabilitation Act of 1973. The Final Rule adds substantive affirmation action requirements, mandating that federal agencies: (1) adopt employment goals for individuals with disabilities, with sub-goals for individuals with targeted disabilities; (2) provide personal assistance services to certain employees who need them because of a targeted disability; and (3) meet requirements designed to improve the recruitment, hiring, retention, and advancement of individuals with disabilities.
3. This policy will be explained to all Federal Technicians by appropriate level supervisors, and a block of instruction on EEO will be taught annually. A copy of this policy will be posted on each organization, installation, or activity bulletin board.
4. Point of contact for the Reasonable Accommodations Policy is the State Equal Employment Manager at nq.la.laarng.mbx.eo-eeo@mail.mil.
5. This policy statement is effective until rescinded and replaces all previous versions.

D. KEITH WADDELL
BG, LAARNG
The Adjutant General

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