



DEPARTMENT OF THE NAVY
U.S. FLEET FORCES COMMAND
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1 May 2024

U.S. FLEET FORCES COMMAND REASONABLE ACCOMMODATION POLICY STATEMENT

1. I am personally committed to ensuring processes are in place and followed to promote the employment and retention of Individuals with Disabilities.
2. I fully support the reasonable accommodation requirements of the Rehabilitation Act of 1973, as amended and the Americans with Disabilities Act of 1990. We will implement reasonable accommodations for employees and applicants who are qualified individuals with a disability as soon as reasonably possible, unless to do so would cause undue hardship. Managers, supervisors, and leaders will process requests for reasonable accommodation in compliance with Department of the Navy requirements.
3. An individual with a disability is someone who (1) has a mental or physical impairment that substantially limits one or more major life activity, (2) has a record of such impairment, or (3) is regarded as having such impairment. A qualified individual with a disability is someone who can perform the essential functions of the position in question with or without an accommodation, meets the requisite skills, experience, education, and other job related requirements of the position.
4. A reasonable accommodation is a change in the work environment or how jobs are customarily performed, to enable individuals with a disability to enjoy equal opportunities and access to benefits available to other individuals in the workplace.
5. The Pregnant Workers Fairness Act requires agencies to provide reasonable accommodations to employees or applicants with known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause an undue hardship.
6. The U.S. Fleet Forces Command point of contact for Reasonable Accommodations is Ms. Damita Gabriel, who can be reached at: (757) 396-2218.


D. L. CAUDLE