



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY**  
**MANPOWER AND RESERVE AFFAIRS**  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR-EI (690-12a)

20 January 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Posting Department of the Army Accessibility Statement

1. In accordance with Equal Employment Opportunity Commission requirements, an accessibility notice of rights must be posted on the agency public web site.
2. The enclosed document describes the Department of the Army's commitment to accessibility requirements of the Rehabilitation Act of 1973, as amended, and the Architectural Barriers Act of 1968. Commands must ensure the accessibility statement is posted to the command public web site or ensure the command public website links to the enclosed document.
3. Point of contact is Ms. Rosemary Salak, Disability Program Manager, Army Equity and Inclusion Agency. She may be reached via e-mail at:  
[rosemary.salak.civ@army.mil](mailto:rosemary.salak.civ@army.mil).

BEACH.ANSELM.AUGUSTINE.102383  
4398

Digitally signed by  
BEACH.ANSELM.AUGUSTINE.1  
023834398  
Date: 2023.01.20 18:26:16 -05'00'

Encl

Anselm A. Beach  
Deputy Assistant Secretary of the Army  
(Equity and Inclusion Agency)

**DISTRIBUTION:**

Principal Officials of Headquarters, Department of the Army  
Commander

- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Materiel Command
- U.S. Army Futures Command
- U.S. Army Pacific
- U.S. Army Europe and Africa
- U.S. Army Central
- U.S. Army North
- U.S. Army South

(CONT)

DISTRIBUTION: (CONT)

U.S. Army Special Operations Command  
Military Surface Deployment and Distribution Command  
U.S. Army Space and Missile Defense Command/Army Strategic Command  
U.S. Army Cyber Command  
U.S. Army Medical Command  
U.S. Army Intelligence and Security Command  
U.S. Army Criminal Investigation Command  
U.S. Army Corps of Engineers  
U.S. Army Military District of Washington  
U.S. Army Test and Evaluation Command  
U.S. Army Human Resources Command  
Superintendent, U.S. Military Academy  
Director, U.S. Army Acquisition Support Center  
Superintendent, Arlington National Cemetery  
Commandant, U.S. Army War College  
Director, U.S. Army Civilian Human Resources Agency

CF:

Director of Business Transformation  
Commander, Eighth Army

## **Department of the Army Accessibility Statement**

The Department of the Army (DA) is committed to meeting or exceeding the accessibility requirements of the Rehabilitation Act of 1973, as amended, and the Architectural Barriers Act of 1968. Accessibility for individuals with disabilities (IWD) is addressed as follows:

### **Information and Communication Technology.**

Ensuring DA electronic and information technology is accessible to IWD, in accordance with Section 508 of the Rehabilitation Act of 1973, as amended (“Section 508”) (29 U.S.C. Section 794d). Section 508 requires all electronic and information technology (also referred to as information and communication technology or ICT) that is developed, procured, maintained, or used by federal agencies to be accessible to IWD. Examples of ICT include web sites, telephones, multimedia devices, and copiers. Access available to IWD must be comparable to access available to others. Section 508 standards are the technical requirements and criteria used to measure conformance with the law and are developed and maintained by the United States Access Board. Further information about the Access Board’s standards and Section 508 generally may be found on the [Section 508 website](#).

### **Facilities and Physical Infrastructure.**

Ensuring DA facilities and physical infrastructure are accessible to IWD, in accordance with the standards established under the Architectural Barriers Act of 1968 (ABA), as adopted by the Department of Defense (DoD) and enforced by the U.S. Access Board. The ABA of 1968 (42 U.S.C. §§ 4151-57) requires that buildings and facilities that were designed, built, constructed, altered, leased, or financed with Federal funds, by or on behalf of the United States, after August 12, 1968, be accessible to IWD. The Access Board’s accessibility standards are available on their website [About the ABA Standards](#).

### **Reasonable Accommodation and Personal Assistance Services.**

Providing reasonable accommodations (RA) and personal assistance services (PAS) for qualified DA employees and job applicants with disabilities, in accordance with Section 501 of the Rehabilitation Act of 1973, as amended (12 Code of Federal Regulations Section 268.203).

### **Access to All Programs and Activities Conducted or Funded by DA.**

Providing access to IWD comparable to those who do not have disabilities in accordance with Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S. Code Section 794).

## **Reporting Accessibility Issues or Filing Accessibility Complaints**

### **Information and Communication Technology and Assistive Technology:**

- If you encounter an ICT accessibility issue or want to file a Section 508 complaint associated with Army ICT, please send a detailed report via e-mail to the [Army Equity and Inclusion Agency](#). Include your contact information, and a description of the specific accessibility concern. Include “Section 508” in the subject line.
- If the alleged violation of Section 508 is related to employment, you must contact your servicing Equal Employment Opportunity Office or the [Army Equity and Inclusion Agency](#) within 45 calendar days of the alleged violation or within 45 calendar days of you becoming aware of the violation.
- To file a complaint regarding another agency’s ICT, contact that agency’s Section 508 Coordinator. Contact information for Section 508 Coordinators may be found on the [Section 508 Coordinator Listing page](#).
- If you wish to file a complaint with DoD, complete and submit the [Chief Information Officer Section 508 Form](#).
- Additional information on accessibility of electronic and information technologies is available from the [Department of Defense Chief Information Officer Accessibility Statement page](#).

### **DA Facilities and Physical Infrastructure:**

- If you encounter a facilities or physical infrastructure accessibility issue, please send a detailed report via e-mail to the [Army Equity and Inclusion Agency](#). Include your contact information, the name and address of the building or facility, and a description of the specific accessibility concern. Include “Facility Accessibility” in the subject line.
- If the alleged violation is related to employment, you must contact your servicing Equal Employment Opportunity (EEO) office or the [Army Equity and Inclusion Agency](#) within 45 calendar days of the alleged violation or within 45 calendar days of you becoming aware of the violation.
- Additional information on how to file an ABA complaint through the U.S. Access Board can be found on the [Access Board Enforcement page](#).

### **RA and PAS for DA Civilian Employees and Job Applicants:**

- If you are a DA Civilian in need of reasonable accommodation or personal assistance services to perform the essential functions of your job, or to enjoy equal access to the benefits and privileges of employment, contact your first level supervisor, and your servicing EEO Office.
- If you are an applicant for a DA civilian job and need reasonable accommodation or personal assistance services during the application process, contact the human resources point of contact listed on the vacancy announcement.
- Additional information on RA and PAS can be found under Policies on the Army's [Equity and Inclusion Agency webpage](#) and in the governing regulation, [Army Regulation 690-12, Equal Employment Opportunity](#).

### **Participants in DA Conducted or Funded Programs and Activities:**

- Visitors participating in DA sponsored or funded programs and activities who need modifications/accommodations should contact the organizer or office conducting the event(s).
- If information for the organizer is not available, you may request assistance by sending a detailed email with your contact information to the [Army Equity and Inclusion Agency](#). Include "Section 504" in the subject line.