



25 Jun 19

INDIVIDUALS AND VETERANS WITH DISABILITIES POLICY STATEMENT

The Naval Research Laboratory (NRL) is committed to the employment and retention of individuals with disabilities. NRL must provide an appropriate work environment that enables and encourages qualified individuals with disabilities to put their skills and knowledge to effective use. Each of us has a role in identifying, reporting, and eliminating barriers to the employment, advancement, and recognition of individuals with disabilities.

Managerial support is vital to achieving this goal. In particular, managers and supervisors shall:

- Make use of Schedule A hiring authority and the Workforce Recruitment Program (WRP) to open new opportunities to qualified individuals (and veterans) with disabilities.
- Recognize the talents and skills of NRL employees with disabilities, promote and develop, and make efforts to retain the skills within this highly professional workforce.
- Educate employees about the Reasonable Accommodation process and provide accommodations as appropriate. This will enable our employees with disabilities to perform the essential functions of their jobs and enjoy equal benefits/privileges of employment. The NRL EEO Office handles requests for Reasonable Accommodations at 202-767-8390 or eeocounselor@hro.nrl.navy.mil.

NRL leadership shall continue to support the Navy's goal of 12-percent representation of Individuals with Disabilities, and 2-percent representation of Individuals with Targeted Disabilities; and will continue to identify and remove barriers to hiring, retaining, and promoting Individuals with Disabilities. Please join us in providing a work environment that welcomes qualified individuals with disabilities and effectively uses their skills, knowledge, and abilities to contribute to our success and world class innovation.

Bruce Danly
Director of Research

Ricardo Vigil
Commanding Officer
Equal Employment Opportunity Officer