



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, EIGHTH UNITED STATES ARMY  
UNIT #15236  
APO AP 96205-0009

REPLY TO  
ATTENTION OF:

EACG

29 JAN 07

MEMORANDUM FOR All Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army Command Policy #19 – Individuals with Disabilities (IWD) and Disabled Veterans (DV) Programs

1. REFERENCES.

- a. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 MAR 88.
- b. Memorandum, DOD, Assistant Secretary of Defense, dated 7 MAY 01, Subject: Plan for Employment of People with Disabilities (PWD).
- c. Memorandum, DA, SAMR-SFEOA, 27 JUL 01, Subject: Annual Request for Affirmative Action Plan for Hiring Placement and Advancement of Individuals with Disabilities.

2. PURPOSE. To provide guidance to all Eighth United States Army personnel on the Individuals with Disabilities and Disabled Veterans Programs.

3. BACKGROUND. On 26 July 2000, Executive Order 13163, signed by the President of the United States established a goal for the federal government to increase employment opportunities for individuals with disabilities by 100,000 over a five-year period. In support of this goal, the Eighth United States Army will strive to achieve a civilian workforce in which individuals with disabilities, including persons with targeted disabilities and disabled veterans are represented in every major organizational element, occupational category and grade level.

4. DISCUSSION.

a. I am personally committed to the principles of equal employment opportunities for individuals with disabilities by ensuring reasonable accommodations are provided where appropriate and by ensuring equal opportunity in hiring, advancement, and training, and treatment of individuals with disabilities. Organizations are encouraged to take advantage of existing hiring authorities and outreach efforts to recruit, train, develop and retain qualified individuals with disabilities, including disabled veterans.

b. We all must work together as agents of change to overcome barriers that restrict full employment opportunities for all people with disabilities.

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5. PROPONENT. The Eighth United States Army EEO is the proponent for this policy. The POC can be contacted at commercial 011-822-7913-5724 or DSN 315-723-5724.

A handwritten signature in black ink, appearing to read 'D. Valcourt', with a long horizontal flourish extending to the right.

DAVID P. VALCOURT  
Lieutenant General, USA  
Commanding