



DEPARTMENT OF THE NAVY
COMMANDER
NAVY REGION HAWAII
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N00
17 Jun 23

From: Commander, Navy Region Hawaii
To: All Hands

Subj: NAVY REGION HAWAII EMPLOYMENT OF INDIVIDUALS WITH
DISABILITIES POLICY

1. As Commander, Navy Region Hawaii, I support the principles of Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities, and am personally committed to the inclusion of individuals with disabilities in the workforce. Navy Region Hawaii (NRH) will serve as a model organization by utilizing an affirmative employment program to hire, place, and advance individuals with disabilities to include providing reasonable accommodations to applicants and employees with disabilities where appropriate.
2. I am also committed to Department of Navy's goal of 12 percent of the workforce be individuals with disabilities, and two percent of the workforce be individuals with targeted disabilities at all levels of our organization and ensuring that as an employer, NRH does not discriminate against qualified job applicants or employees with disabilities. Persons with disabilities should be employed in all grade levels and occupational series commensurate with their qualifications. Supervisors must ensure hiring and employment policies and or practices do not exclude limit or discriminate against persons with disabilities because of barriers associated with job structuring, architecture, transportation, communication, or attitudes. Reasonable Accommodations (RA) must be provided when necessary. The NRH Equal Employment Opportunity (EEO) office can provide advice and guidance on the RA process.
3. When barriers are identified, supervisors must develop strategies to eliminate or reduce the impact of identified obstacles. Further, we will promote workplace policies and practices that foster an inclusive work culture to prevent employment discrimination. Together, we will work to ensure that all individuals with disabilities have access to employment and a supportive workplace.


S. D. BARNETT