



DEPARTMENT OF THE ARMY  
U.S. ARMY CORPS OF ENGINEERS, NEW ORLEANS DISTRICT  
7400 LEAKE AVE  
NEW ORLEANS, LA 70118-3651

CEMVN-Z

27 September 2020

SUBJECT: Individuals with Disabilities (IWD) Policy (MVN-CPL #2020-02)

MEMORANDUM FOR ALL NEW ORLEANS DISTRICT EMPLOYEES

1. As Commander of the New Orleans District, I am committed to providing a work environment that is free of harassment and employment discrimination against individuals with disabilities and providing reasonable accommodations. All employees are challenged to support this endeavor and to assist with the elimination of biases, myths, and attitudinal barriers towards the employment of individuals with disabilities.
2. With a focus on individuals' abilities rather than their disabilities, I challenge managers and supervisors to:
  - a. Support job openings for the recruitment of individuals with disabilities, including those with targeted disabilities, and not limit these opportunities to only lower graded positions;
  - b. Participate in recruiting activities, such as job/career fairs, and utilize various resources that provide access to a qualified pool of candidates;
  - c. Identify architectural and communications barriers and work to remove them;
  - d. Give fair and equal employment consideration to qualified individuals with disabilities; and
  - e. Provide reasonable accommodations, as needed, to ensure that individuals with disabilities have every opportunity to perform their duties without organizational barriers.
3. Managers and supervisors will be held accountable for addressing any requests for reasonable accommodation in a timely manner, as long as the accommodation does not pose an undue hardship on the organization. Procedures for responding to requests for reasonable accommodation are located in the EEO Office and district regulation (DR) 690-1-961, available on the district's intranet EEO webpage.
4. Support of this program can be accomplished without having an adverse impact on the merit system and without compromising the quality or efficiency of work performed. Individuals with disabilities continue to demonstrate that they pull more than their fair share of the workload and enhance mission productivity when given a level playing field to contribute.

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5. The proponent for this memorandum is the MVN Equal Employment Opportunity (EEO) Office at (504) 862-2238.

STEPHEN F. MURPHY  
COL, EN  
Commanding