

3 FAM 1540

NON-DISCRIMINATION ON THE BASIS OF DISABILITY

(CT:PER-542; 06-02-2005)
(Office of Origin: OCR)

3 FAM 1541 POLICY

(CT:PER-542; 06-02-2005)

(State)

(Foreign Service and Civil Service Employees)

- a. *In accordance with the Rehabilitation Act of 1973, as amended (Rehabilitation Act), the Department of State prohibits discrimination in employment for any otherwise qualified employee or applicant for employment with a disability.*
- b. *The Department provides reasonable accommodation to employees who can demonstrate that they are both disabled within the meaning of the statute, and who with or without reasonable accommodation, can perform the essential functions of that job.*
- c. *Employees and applicants for employment will be provided with a requested reasonable accommodation unless providing the accommodation would create an undue hardship for the Department.*

3 FAM 1542 AUTHORITY

(CT:PER-542; 06-02-2005)

(State)

(Foreign Service and Civil Service Employees)

- a. *The Rehabilitation Act of 1973, as amended (Rehabilitation Act) (29 U.S.C. 791 and 794a);*
- b. *The Foreign Service Act of 1980, as amended (22 U.S.C. 3901, et seq.);*
and
- c. *Equal Employment Opportunity Commission (EEOC) regulations contained in 29 CFR. 1614.203.*

3 FAM 1543 APPLICABILITY

(CT:PER-542; 06-02-2005)

(State)

(Foreign Service and Civil Service Employees)

These regulations apply to all *U.S. citizen Foreign Service and Civil Service employees and employment applicants of the Department of State, not including foreign nationals located outside the territorial boundaries of the United States.*

3 FAM 1544 APPOINTMENTS, ASSIGNMENTS, AND EMPLOYMENT TERMINATIONS

(CT:PER-542; 06-02-2005)

(State)

(Foreign Service and Civil Service Employees)

With respect to appointments, assignments, and *employment* terminations, these regulations will be interpreted and applied consistently with all regulations and standards promulgated and established by the Secretary of State, including but not limited to, those governing medical fitness for duty and worldwide availability.

3 FAM 1545 PROCEDURES AND GUIDELINES GOVERNING ALLEGATIONS OF DISABILITY DISCRIMINATION

(CT:PER-542; 06-02-2005)

(State)

(Foreign Service and Civil Service Employees)

Procedures on the filing and processing of complaints of discrimination under the authorities contained in this chapter are published in 3 FAH-1 H-1510.

3 FAM 1546 MAKING AND PROCESSING OF REQUESTS FOR REASONABLE ACCOMMODATION

(CT:PER-542; 06-02-2005)

(State)

(Foreign Service and Civil Service Employees)

- a. Procedures on making and processing requests for reasonable accommodation under the authorities contained in this chapter are published in *3 FAM 3670, Reasonable Accommodations*.
- b. *In addition to these procedures, employees are also entitled to use the procedures enumerated in 3 FAM 1525.2-2, paragraph d, Employee's Rights and Responsibilities.*

3 FAM 1547 THROUGH 1549 UNASSIGNED