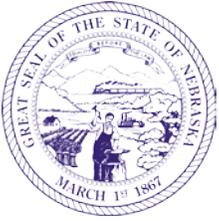


STATE OF NEBRASKA



Dave Heineman
Governor

MILITARY DEPARTMENT
Daryl L. Bohac
Director
Joint Force Headquarters
2433 NW 24th Street
Lincoln, Nebraska 68524-1801
Phone: 402-309-8210

28 February 2014

MEMORANDUM FOR Nebraska Military Department Employees and Members of the Nebraska National Guard

FROM: NGNE-TAG

SUBJECT: Military Department (MIL 01-004-14) Americans with Disabilities Act (ADA) Policy

1. The Americans with Disabilities Act (ADA) recognizes the dignity of those individuals with disabilities by providing equal opportunity for jobs, transportation, and public accommodations.
2. I fully and actively endorse the ADA and expect each Military Department manager, supervisor, and employee to implement and abide by department equal employment policies, including procedures to provide fair, equal treatment, and opportunities for individuals with disabilities.
3. The Nebraska Military Department will implement all applicable provisions and titles of the ADA to prohibit discrimination in the areas of Equal Employment Opportunity (EEO), public accommodations, participation in State programs and activities, and receipt of State services. Prohibitions against discrimination in employment include recruitment/selection, hiring, and job-related reasonable accommodations, and any other terms, conditions, and privileges of employment.
4. Military Department managers and supervisors are responsible for following department procedures and policies on hiring and advising appropriate department officials on accommodation needs. They will also ensure that disabled employees are provided with a healthy and comfortable work environment.
5. The Nebraska Military Department's designated ADA coordinator is the Department's State Equal Employment Manager (SEEM). The Agency ADA coordinator will direct and oversee the agency's compliance with ADA activities.
6. Supervisors are authorized to reproduce and distribute this policy to each Military Department State employee, and post on unit bulletin boards. This policy supersedes all previous Military Department Policy Memorandums related to Americans with Disabilities Act (ADA) Policy
7. The point of contact for this policy is the State Equal Employment Manager, (402) 309-8111.
8. This policy supersedes Military Department Policy (MIL 01-004-13), dated 6 May 2013.
9. This policy will be reviewed NLT 31 August 2015 for verification or proposed changes by the policy proponent. This policy will stay in effect unless superseded or rescinded. Interim changes to this policy will not become official until they are vetted through appropriate authority, reviewed and authorized the change.

A handwritten signature in blue ink, appearing to read "D. Bohac".

DARYL L. BOHAC
Major General
The Adjutant General