



PETE RICKETTS, GOVERNOR

NGNE-TAG

SEP 20 2018

MEMORANDUM FOR All Employees of the Nebraska Military Department

SUBJECT: Military Department Policy (SEEM-18-03) Americans with Disabilities Act (ADA)

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 accommodations 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. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.

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7. The point of contact for this policy are the State Equal Employment Manager at 402-309-8111.



DARYL L. BOHAC
Major General
The Adjutant General