

Person

ADMINISTRATIVE - INTERNAL USE ONLY

NOTICE NO.
LN 20-166

LN 20-166
PERSONNEL
26 November 1975

EMPLOYMENT OF THE HANDICAPPED
AND
DISABLED VETERANS

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References: (a) [REDACTED]
(b) [REDACTED]

1. Since the enactment of Public Law 93-112 (Rehabilitation Act of 1973) and Public Law 93-508 (Vietnam Era Veterans' Readjustment Assistance Act of 1974), Affirmative Action Plans have been developed by the Agency for the employment and advancement of handicapped and disabled veterans. However, in order for the Agency to recognize any success in these programs, it is necessary that individual employees, as well as each of our division and staffs, become involved.

2. Who are the handicapped? The 1974 Amendments to the Vocational Rehabilitation Act of 1973 define a handicapped person as one who: "Has a physical or mental impairment which substantially limits one or more of such person's major life activities; has a record of such impairment; or is regarded as having such an impairment. As the last part of this definition suggests, 'handicaps' sometimes exist more in the minds of the non-handicapped than in reality."

3. With an increased awareness and effort on the part of Logistics personnel, I believe considerable strides can be made in these programs; and it is for this reason that I have named [REDACTED], Personnel and Training Staff (P&TS) as OL's program coordinator for the handicapped. The Office of Personnel is responsible for managing the Agency's Affirmative Action Plans, and OL will work closely with them in locating qualified candidates for employment. It is worthwhile to point out that jobs will not be "created" to accommodate a handicapped person. Through recruitment efforts, job applicants will be selected and assigned on the basis of their skills; and careful job analysis will assure compatibility between job requirements and the applicants' talents. As applicant files are received from qualified individuals, [REDACTED] will contact appropriate offices to discuss the programs and the applicants' qualifications prior to making any employment commitments.

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MICHAEL J. MALANICK
Director of Logistics