



WES MOORE
GOVERNOR
COMMANDER-IN-CHIEF

STATE OF MARYLAND
MILITARY DEPARTMENT
FIFTH REGIMENT ARMORY
BALTIMORE, MARYLAND 21201-2288

JANEEN L. BIRCKHEAD
MAJOR GENERAL
THE ADJUTANT GENERAL

NGMD-TAG

15 June 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Disability Hiring Policy

1. The Americans with Disability Act (ADA) of 1990, was enacted to address the problems of discrimination against individuals with disabilities in such critical areas as employment, housing, public accommodations, education, transportation, communication, recreation, institutionalization, health services, voting and access to public services.
2. The Maryland Military Department has led the way in the employment, placement, and advancement of all personnel, including individuals with disabilities. I am confident that managers and supervisors will select the "best" candidate, regardless of disability status.
3. This policy applies to Federal Dual and Non –dual status technicians, State Employees, and applicants. It does not apply to military members or applicants for membership or Active Guard Reserve (AGR). It is incumbent upon all directors, managers, and supervisors of the Maryland Military Department to carry out the mandates of the Federal and State Disability Hiring Programs.
4. This policy will be posted on bulletin boards of all armories and facilities to be visible to members of the Maryland National Guard and Maryland Military Department.


Janeen L. Birckhead
Major General, MDARNG
The Adjutant General

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