



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: Reasonable Accommodation Policy

1. Maryland National Guard fully complies with the reasonable accommodation requirements of the Rehabilitation Act of 1973, as amended. This agency will abide by all applicable Federal laws, National Guard Bureau regulations, and Equal Employment Opportunity Commission guidance regarding the provision of reasonable accommodations.
2. The MDNG prohibits unlawful discrimination against any individual with a disability. This agency is committed to ensuring all Federal employees and applicants for employment have full access to equal employment opportunity. Requests for reasonable accommodations will be processed and provided where appropriate, in a prompt, fair and efficient manner; unless it creates an undue hardship to the agency.
3. The individual must request reasonable in writing orally to the individual's supervisor or the State Equal Employment Manager (SEEM). Sufficient medical information and an accommodation assessment may be required to support the request and need for accommodation. Requests will be considered and discussed among the individual supervisor, the Human Resources Office and the SEEM.
4. This policy applies to Dual and Non-dual status technicians and applicants. It does not apply to military members or applicants for membership or Active Guard Reserve (AGR). When a Technician is required, as a condition of employment by 32 U.S.C. § 709, to be a military member of the MDNG, the technician or technician applicant may be required to meet the physical standards and employment criteria of the Army or Air National Guard. This policy does not apply to State employees, who are governed by Maryland statutes and Administrative Rules of Maryland.
5. 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.

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6. POC for this policy is the MDNG State Equal Employment Manager (SEEM) at 410-918-6210 or Maryland Military Department EEO Director at 443-467-9289.



Janeen L. Birckhead
Major General, MDARNG
The Adjutant General

Distribution: A