

Reasonable Accommodation (RA) Process:

Points of Contact:

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REQUEST FOR RA

(RA ADVISORY TEAM DETERMINATION)

DOES THE INDIVIDUAL HAVE A DISABILITY?

- A physical or mental impairment that substantially limit one or more major Life activities? or
- A record of such an impairment? or
- Regarded as having such an impairment?

PROVISIONAL ACCOMMODATION

NOT ABLE TO
ACCOMMODATE

ABLE TO
ACCOMMODATE

OPTION OF
REASSIGNMENT

REASSIGNMENT ELECTED

ASSIGNMENT NOT
ELECTED

LOCAL COMMAND JOB
SEARCH (30 DAYS)
NAVY WIDE EXPANDED JOB
SEARCH (30 DAYS)

EMPLOYEE MATCHED

FINAL DECISION
ISSUED

NO VACANCY FOUND

EMPLOYEE ELECTS
ASSIGNMENT

EMPLOYEE
ACCOMMODATED
VIA REASSIGNMENT

OPTION OUTSIDE OF THE RA PROCESS
(I.E., REMOVAL FOR INABILITY TO PERFORM, DISABILITY RETIREMENT)