



OFFICE OF THE DIRECTOR

Federal Emergency Management Agency

Washington, D.C. 20472

November 8, 1993

DIRECTOR'S POLICY – No. 2-93

SUBJECT: Access to Agency Programs by Persons with Disabilities

1. The Federal Emergency Management Agency (FEMA) is committed to serving all individuals equally. This commitment extends to individuals with disabilities. In meeting the needs of individuals with disabilities, FEMA must provide access to Agency programs and activities that is equal to the access provided nondisabled persons. Sometimes it may be necessary to make accommodations to the known physical or mental disabilities of individuals with disabilities.
2. This Director's Policy statement supersedes Director's Policy Statement No. 4-89, Access to Agency Programs and Activities by Individuals with Disabilities, dated June 20, 1989.
3. It is FEMA's policy, in accordance with Section 504 of the Rehabilitation Act of 1973, as amended, that no qualified individual with a disability shall be denied participation in or benefits from any program conducted by FEMA. It is the Agency's policy to make reasonable accommodations to the known physical or mental disabilities of members of the general public seeking services from FEMA.
4. In compliance with Title 44, Code of Federal Regulations, Part 16, FEMA is required to take all reasonable steps in making such accommodations for individuals with disabilities; all funds for any program or activity under review must be considered as available for making these accommodations. However, accommodations for members of the general public with disabilities are not mandatory if FEMA demonstrates that in providing such accommodations an undue financial or administrative burden will be created, or that the accommodation will alter the fundamental nature of the program or activity under review. If determined unwarrantable to provide accommodations for individuals with disabilities, a statement to that effect shall be provided by the Director, Office of Human Resources Management, who has been delegated authority to make the final decision in these matters.
5. I expect each FEMA employee to give support to this policy so that we can effectively serve members of the general public with disabilities. All managers and supervisors are expected to follow the provisions of this policy statement.


James L. Witt
Director

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