UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND READINESS

OCT - 3 2016

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
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DIRECTOR OF NET ASSESSMENT
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Department of Defense 2016 National Disability Employment Awareness Month Observance

Each October, the Department of Defense (DoD) and the Nation commemorate National Disability Employment Awareness Month (NDEAM). NDEAM celebrates the contributions of American workers with disabilities. This year's theme is "Inclusion Works," which reaffirms the important role that people with disabilities play in ensuring diversity and inclusion in the workforce. Their hard work, courage, and sacrifices strengthen our Department and our Nation.

Disability civil rights laws, such as the Americans with Disabilities Act, the Rehabilitation Act, and the Architectural Barrier Act, advance the inclusion of people with disabilities in all aspects of life and employment. These laws are the foundation of disability policy and reinforce the values we defend. We are committed to hiring individuals with disabilities, and exceeding our goal that two percent of the DoD Workforce be comprised of individuals with targeted disabilities.

We encourage DoD Components to commemorate National Disability Employment Awareness Month as we acknowledge individuals with disabilities for their invaluable contributions to the Total Force. The point of contact for this observance is Mr. Randy Cooper, Director, DoD Disability Programs, (703) 571-9327.

Peter Levine
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