

# Federal Agency Employment Strategies: A Framework for Disability Inclusion



What do high-performing agencies have in common?  
**A strong, diversified and inclusive workforce.**

Federal agencies need talented workers to meet new challenges in the 21<sup>st</sup> century. People with disabilities represent an underutilized community of talented individuals who want to work for the Federal government. They are 57 million strong and include Hispanics, African Americans, Asian Americans, Generation X and teens among their ranks.

With ideas for agencies of all sizes and in all mission areas, **Federal Agency Employment Strategies: A Framework for Disability Inclusion** is an essential resource for agencies wishing to ensure the workplace is diverse and inclusive. It outlines proactive disability employment strategies to attract qualified jobseekers with disabilities and ensure retention of productive workers with disabilities already in the workforce. The framework addresses seven key operational areas:

- **Lead the Way:** Inclusive Agency-Wide Culture
- **Hire (and Keep) the Best:** Personnel Processes
- **Ensure Productivity:** Reasonable Accommodation Procedures
- **Build the Pipeline:** Outreach and Recruitment
- **Communicate:** External and Internal Communication of Agency Policies and Practices
- **Be Tech Savvy:** Accessible Information and Communication Technology
- **Grow Success:** Accountability and Continuous Improvement

[www.dol.gov/odep/topics/FederalEmployment.htm](http://www.dol.gov/odep/topics/FederalEmployment.htm)



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Disability Policy.  
Employment Practice.  
**Full Inclusion.**

## Federal Agency Employment Strategies:

### A Framework for Disability Inclusion

assists agencies in making their workplaces inclusive and welcoming of people with disabilities. The Framework reflects a combination of legal/regulatory requirements, strategies and practices used by public sector employers, including actions identified in:

- Executive Order (EO) 13548 and guidance provided by the Office of Personnel Management;
- MD-715 and other guidance provided by the Equal Employment Opportunity Commission; and
- Plans submitted by exemplary Federal agencies under EO 13548.



The Framework is a collaborative effort of EEOC, OPM and DOL and can be found at [www.dol.gov/odep/topics/FederalEmployment.htm](http://www.dol.gov/odep/topics/FederalEmployment.htm).