



PERSONNEL AND
READINESS

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

SEP 26 2024

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: 2024 Department of Defense National Disability Employment Awareness Month
Observance

National Disability Employment Awareness Month (NDEAM) is observed annually across the United States each October. The theme for NDEAM 2024 is "Access to Good Jobs for All." This theme underscores the importance of removing barriers to employment for people with disabilities and ensuring employees are provided equal opportunities to succeed in the workforce.

The Department observes NDEAM to raise awareness of disability employment matters and to recognize the valuable contributions made by American workers with disabilities. While great progress has been made in establishing DoD as a model employer for individuals with disabilities, more work must be done to ensure equitable access.

At least 14.6 percent of DoD civilian employees are individuals with disabilities and 2.6 percent are individuals with targeted disabilities who often encounter significant barriers to employment. I encourage each of you to renew your efforts to provide a workplace that is both accessible and inclusive for such workers. To assess and advance current accessibility measures, take advantage of DoD's many accessibility programs and resources, including those in the Department's Computer/Electronics Accommodation Program (<https://www.cap.mil>). Finally, I challenge leaders to actively promote opportunities to employ qualified individuals with disabilities.

The Department remains committed to increasing employment opportunities for qualified individuals with disabilities by eliminating barriers of inaccessibility. Join us in providing a more inclusive workforce that fosters an environment where all people are recognized for their abilities and valued for their contributions.

A handwritten signature in black ink, appearing to read "Ashish S. Vazirani", is located below the main text.

Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness