Federal Employment for People with Disabilities—Schedule A
Schedule A is a method which some people with disabilities can employ to enter the federal government workforce. If you are interested in working for the U.S. government, you will want to know what Schedule A is. Schedule A is an excepted service appointment or hiring authority that allows selecting officials to hire people with disabilities without going through the traditional job posting and competitive process. To become eligible for a Schedule A appointment, a person must meet the definition for a disability which is defined as a physical or mental impairment that substantially limits one or more major life activities and have a record of a substantially limiting impairment. Partial paralysis and total paralysis are two of the targeted disabilities that fall under Schedule A. Before they are hired, candidates must submit a Schedule A letter from one of the following health care professionals or agencies: a doctor, a licensed medical professional, a licensed rehabilitation professional or any federal, state, District of Columbia, or US territory agency that issues or provides disability benefits. The Schedule A process improves the federal government’s ability to hire people with disabilities and assists people with disabilities to gain employment in the federal government.

Websites:
https://www.eeoc.gov/eeoc/publications/abc_applicants_with_disabilities.cfm

https://www.eeoc.gov/eeoc/publications/abc_service_providers.cfm

http://nebula.wsimg.com/cc482e2f629e53b4bdd23f2d289a2232?AccessKeyId=B6885E9DB42D0C2EAC6F&disposition=0&alloworigin=1

Federal Pre-Interview Guide for People with Disabilities: What You Should Know Prior to Interviewing for a Job
http://nebula.wsimg.com/8b3c5ddc2ac4eb35ace51329a6b27f58?AccessKeyId=B6885E9DB42D0C2EAC6F&disposition=0&alloworigin=1

U.S. Office of Personnel Management (OPM): List of Targeted Disabilities aka Form 256
Reasonable Accommodations Resources:

**Computer/Electronic Accommodation Program (CAP)**
https://www.tricare.mil/Plans/SpecialPrograms/CAP
http://www.cap.mil/
4800 Mark Center Dr., Suite 05E22
Alexandria, VA 22350
Phone: 703-614-8416, (571) 384-5629 VP
Email: cap@mail.mil
Provides information related to assistive technology accommodations. Established by the Department of Defense (DoD) in 1990, the Computer/Electronic Accommodations Program (CAP) is a centrally funded program that provides assistive technology (AT) and reasonable accommodations to people with disabilities and wounded Service members. (http://cap.mil/WSM/Default.aspx) CAP’s mission is to ensure that people with disabilities and wounded service members have equal access to the information environment and opportunities in the DoD and throughout the Federal government.

**Equal Employment Opportunity Commission (EEOC): Promoting Employment of Individuals with Disabilities in the Federal Workforce**
This section has information on asking for accommodations.

**Job Accommodation Network (JAN)**
http://askjan.org/
PO Box 6080
Morgantown, WV 26506-6080
Phone: 800-526-7234
TTY: 877-781-9403
Email: jan@askjan.org
JAN offers free information on workplace accommodations and the Americans with Disabilities Act.
The information contained in this message is presented for the purpose of educating and informing you about paralysis and its effects. Nothing contained in this message should be construed nor is intended to be used for medical diagnosis or treatment. It should not be used in place of the advice of your physician or other qualified health care provider. Should you have any health care related questions, please call or see your physician or other qualified health care provider promptly. Always consult with your physician or other qualified health care provider before embarking on a new treatment, diet or fitness program. You should never disregard medical advice or delay in seeking it because of something you have read in this message.

This publication is supported by the Administration for Community Living (ACL), U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling $8,700,000 with 100 percent funding by ACL/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by ACL/HHS, or the U.S. Government.