



Office of the Attorney General
Washington, D. C. 20530

May 27, 2009

MEMORANDUM FOR HEADS OF DEPARTMENT COMPONENTS

FROM:

A handwritten signature in black ink, appearing to be "EJ", written over the word "THE ATTORNEY GENERAL".

THE ATTORNEY GENERAL

SUBJECT:

Hiring Goals for Persons with Targeted Disabilities

President Barack Obama has a comprehensive agenda to empower individuals with disabilities and enhance access to employment for all Americans. As Attorney General, I am committed to making the Department of Justice (DOJ) a model employer with a diverse workforce that includes people with disabilities.

The Department, like other Federal agencies, must comply with the Equal Employment Opportunity Commission's Management Directive 715, which requires hiring goals to increase employment and advancement of people with disabilities. While I recognize that DOJ's workforce is comprised of many law enforcement positions that have physical requirements, I ask that managers, supervisors, and hiring officials assist me in working toward a Department-wide two-percent hiring goal of people with disabilities. If achieved, this goal will align DOJ with the most successful agencies in employing individuals with severe disabilities.

The Justice Management Division's (JMD) Human Resources and Equal Employment Opportunity Staffs are available to assist you and to provide information on special hiring authorities and accommodations for people with disabilities. These offices also will report quarterly to me on the Department's progress. If you have any questions you may contact Rod Markham, Director, Human Resources Staff, JMD or Vontell D. Frost-Tucker, Director, Equal Employment Opportunity Staff, JMD.

President Obama has said, "We must build a world free of unnecessary barriers, stereotypes, and discrimination. Policies must be developed, attitudes must be shaped, and buildings and organizations must be designed to ensure that everyone has a chance to get the education they need and live independently as full citizens in their communities." I am asking the DOJ leadership for its pledge to incorporate talented persons with disabilities into the workplace.