



INSPECTOR GENERAL
FOR TAX
ADMINISTRATION

DEPARTMENT OF THE TREASURY
WASHINGTON, D.C. 20005

October 1, 2020

TIGTA #21-03
MEMORANDUM FOR ALL TIGTA EMPLOYEES

FROM:

J. Russell George
Inspector General

A handwritten signature in black ink that reads "J. Russell George".

SUBJECT:

Reasonable Accommodation Policy Statement

The Treasury Inspector General for Tax Administration (TIGTA) fully complies with all requirements of the Rehabilitation Act of 1973, as amended. Under the law, Federal agencies must provide reasonable accommodations to qualified employees or applicants with disabilities, unless to do so would cause undue hardship. TIGTA is committed to providing reasonable accommodations to its employees and applicants for employment in order to ensure that qualified individuals with disabilities have full access to equal employment opportunity. By providing reasonable accommodations to persons with disabilities, TIGTA can enable such persons to participate in the application/hiring process, perform the essential functions of their jobs, gain access to the workplace, and receive benefits and privileges of employment equal to those enjoyed by similarly situated employees without disabilities.

TIGTA will process requests for reasonable accommodation and, where appropriate, provide reasonable accommodations in a prompt, fair, and efficient manner. Individuals with disabilities may request a reasonable accommodation even if they have not previously disclosed the existence of a disability. Any TIGTA employee or applicant may consult with the TIGTA Equal Employment Opportunity (EEO) Program Office for further information or assistance with requesting or processing a request for a reasonable accommodation.

TIGTA's EEO Program Office also provides information upon request pertaining to EEO, harassment (sexual and non-sexual), and diversity training for managers, employees, and TIGTA training events. If you have any questions regarding EEO, Alternative Dispute Resolution (mediation), or discrimination matters, please contact the TIGTA EEO Program Office at (202) 927-7473. You may also visit the TIGTA EEO Program Office website at http://intranet.tigtanet.gov/oms_eeo.asp.

If managers have questions concerning legal issues, they may contact TIGTA's Office of Chief Counsel by telephone at (202) 622-4068 or by e-mail at Counsel.Office@tigta.treas.gov.