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Subject: EEOC Seeks Comments on Section 501 Proposed Rule

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EEOC Seeks Comments on Proposed Rule: Affirmative Action for Individuals With Disabilities in the Federal Government

The U.S. Equal Employment Opportunity Commission (EEOC) is seeking comments through April 25th on a [proposed rule](#) describing specific actions that federal agencies must take to comply with their obligation to engage in affirmative action in employment for individuals with disabilities.

Section 501 of the Rehabilitation Act requires federal agencies to create affirmative action plans for the employment of people with disabilities, and to submit those plans to EEOC for approval. The proposed rule provides guidance by informing agencies of the criteria the EEOC will use to evaluate plans.

This is an opportunity for those interested in policy affecting the recruitment, retention, and advancement of people with disabilities in federal employment to share their feedback and ideas.

Highlights of the proposed rule include requirements for federal agencies to:

- adopt the goal of achieving a 12% representation rate for individuals with disabilities, and a 2% representation rate for individuals with targeted/severe disabilities.
- apply the 12% and 2% goals at both higher and lower levels of federal employment.
- provide personal assistance services to employees who, because of a disability, need these services to help with activities such as eating and using the restroom while at work.

EEOC has published a [summary](#) of the proposed rule along with [questions and answers](#).

[Click here to read the full Notice of Proposed Rulemaking and submit comments.](#)

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