



The Computer/Electronic Accommodations Program (CAP) provides assistive technology and services to people with disabilities, Federal managers, supervisors, and IT professionals. CAP increases access to information and works to remove barriers to employment opportunities by eliminating the costs of assistive technology and accommodation solutions.

The Under Secretary of Defense for Personnel and Readiness established CAP in 1990 as the centrally funded reasonable accommodations program for employees with disabilities in the DoD. Following the National Defense Authorization Act of October 2000, Congress granted CAP the authority to provide assistive technology, devices, and services free of charge to Federal agencies that have a partnership agreement with CAP. The TRICARE Management Activity, a field activity in the Office of the Assistant Secretary of Defense (Health Affairs), serves as the executive agent for CAP.

The organization's mission is to ensure that people with disabilities have equal access to the information environment and opportunities in the Department of Defense (DoD) and throughout the Federal government. By fulfilling this mission of providing real solutions for real needs, CAP is helping to make the Federal government the model employer for people with disabilities.

Much of CAP's success lies in the organizations ability to provide reasonable accommodations to employees quickly and easily, increasing employment and retention of employees with disabilities. Examples of assistance are computer keyboards, monitors; hearing devices, etc.

CAP is aligned with the Federal government to implement a wide range of Executive Orders through various initiatives that increase representation and access for people with disabilities. For more than 15 years, CAP has developed, refined, and implemented initiatives to:

- Advance Federal employers' knowledge of the challenges facing people with disabilities.
- Improve employees' accessibility options and working conditions.
- Cultivate an atmosphere where people with disabilities have easy access to information and employment opportunities.

The current CAP initiatives available to our customers include

CAP's mission to provide real solutions for real needs is, in part, attained by helping the Federal government become the model employer for people with disabilities. Working closely with the Federal agencies, CAP assists in the recruitment, placement, promotion, and retention of people with disabilities.

CAP provides technical assistance, training, and accommodations that improve program access as defined by Section 504 of the Rehabilitation Act, which prohibits discrimination based on

disability in Federally funded and Federally conducted programs or activities, including employment program

CAP provides Federal agencies with system accessibility training and guidance, including Section 508 of the Rehabilitation Act and enterprise-wide services, which requires Federal agencies to ensure that the information technology they develop, procure, maintain, or use is accessible to people with disabilities - both employees and members of the public.

If you are in need of assistance through the CAP program, please contact the Program for Individuals with Disabilities Manager, EEO Office, 678-2831/1291.