



## Persons with Disabilities

As a matter of policy, the federal government has a special emphasis on recruiting, hiring, and retaining people with disabilities. Federal agencies, including the Department of the Army, may use a special authority to hire individuals with a disability<sup>1</sup>.

You are eligible for this appointing authority if you are an individual:

- with an intellectual disability; **OR**
- a severe physical disability; **OR**
- a psychiatric impairment; **AND**
- you have acceptable proof of the disability.

**Supporting Documentation:** You are **required** to submit acceptable documentation of your appointment eligibility (e.g., records, statements, or other appropriate information) issued by:

- a licensed medical professional (e.g., a physician or other medical professional duly certified by a State, the District of Columbia, or a U.S. territory, to practice medicine); or,
- a licensed vocational rehabilitation specialist (State or private); or,
- a Federal agency, State agency, or an agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.

**\*\*Note:** An agency may make permanent or time-limited appointments under this appointing authority.

For more information please go to OPM's website on [Federal Employment of People with Disabilities](#).

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<sup>1</sup> By definition, an individual with a disability is a person who (1) has a physical impairment or mental impairment (psychiatric disability) that substantially limits one or more of such person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such an impairment. This definition is provided by the Rehabilitation Act of 1973, 29 U.S.C. 701 et. seq., as amended.