

Equal Employment Opportunity (EEO) in Registered Apprenticeship Programs for Individuals with Disabilities

What is a disability?¹

An individual having a “disability” means they have:

- A physical or mental impairment that substantially limits one or more major life activities;
- A record of such impairment (such as cancer that is in remission); or
- Being regarded as having such an impairment (such as a person who has scars from a severe burn).



There is a wide variety of disabilities. Some disabilities are visible. Some are not. Examples of disabilities include cancer, diabetes, PTSD, HIV, autism, cerebral palsy, deafness or hearing loss, a mobility disability (requiring wheelchair, walker, or cane), major depressive disorder, and epilepsy.

Many other conditions are included as well.



Equal Opportunity

If you have a disability, you are guaranteed equal opportunity in apprenticeship. Per [EEO Regulation](#), all sponsors are prohibited from discriminating apprentices or applicants on the basis of disability.

Of persons with a disability, only 24.2% participate in the labor force.²



Self-Identify

As an apprentice or applicant, you can determine if you want to voluntarily self-disclose your disability using [form 671](#). Sponsors will invite you to fill out this form at the time of your application, once hired but before your start date, and on an annual basis.

Accommodations

You must meet the same qualifications and performance expectations as apprentices without disabilities. However, a reasonable accommodation may be needed to assist in meeting these requirements.

Examples of reasonable accommodations include:

- Making existing facilities physically accessible
- Job restructuring
- Modifying work schedules
- Acquiring or modifying equipment



Disability Status

Your disability status will be kept completely private and can not be used against you in any way.

Any individual who believes he or she has been discriminated against on the basis of disability in an apprenticeship program has the right to file a written complaint with the agency that registered the apprenticeship program.

EEO Disability
Webpage

