

## NEW GUIDELINES FOR VETERAN EMPLOYMENT ISSUED BY EEOC



Two revised publications have been issued by the U.S. Equal Employment Opportunity Commission. In the new guidelines, several issues with respect to veterans with disabilities and the application of the Americans with Disabilities Act has been addressed. The documents are available here ([www.eeoc.gov](http://www.eeoc.gov)) Changes have been made to the law following ADA Amendments Act of 2008 so that veterans with a wide range of disabilities get suitable accommodations enabling them to work successfully. The ranges of disabilities considered among others include post-traumatic stress disorder, traumatic brain injuries and other ailments. Prior to the present changes, employers were in the habit of interpreting the provisions of the ADA in a restrictive manner thus denying the benefits of the law to people with disabilities. The EEOC has issued a revised Guide for Employers clearly explaining how protections for veterans with service connected disabilities have a preference under the ADA and the Uniformed Services Employment and Reemployment Rights Act, and the way in which employers should act to prevent disability-based discrimination. The other revised publication, The Guide for Wounded Veterans provides information for veterans with service-related disabilities. The guide clearly explains the rights of service-disabled veterans and the extent to which they are applicable. The guide also shows how to obtain and successfully continue in employment. The last ten years has seen at least three million veterans returning from military service and another million is expected to enter civilian life over the course of the next five years, as the U.S. keeps withdrawing its operations from the Middle East and other countries. Amidst complaints of service personnel not getting jobs after returning to civilian life, and also losing jobs due to official delay in issuing release, this is a welcome change in the attitude of the government to the plight of those who serve the country at the risk of their lives.

<https://blog.granted.com/>