

NASA Employees' and Applicants' Rights under the Architectural Barriers Act

NASA is intentional in its efforts to hire and retain employees who reflect the diverse world in which we live and serve. Hiring employees with diverse abilities strengthens our mission, creates innovation, and enhances employee engagement. Individuals with disabilities are an important component of our diverse workforce. NASA continually works to cultivate and maintain a work environment that is inclusive of and accessible to all.

The Architectural Barriers Act (ABA) was enacted by Congress to ensure access to Federal facilities for individuals with disabilities. The law requires that buildings or facilities that were designed, built, or altered with Federal dollars or leased by Federal agencies after August 12, 1968, be accessible to individuals with disabilities. Facilities that predate the law generally are not covered, but alterations or leases undertaken after the law took effect can trigger coverage.

The ABA is enforced through standards for accessible design. The standards indicate where access is required and provide detailed specifications for ramps, parking, doors, elevators, restrooms, assistive listening systems, fire alarms, signs, and other building elements. Facilities covered by the ABA must meet these standards.

For NASA, the ABA Accessibility Standards are implemented through the General Services Administration's Federal Management Regulation, Part 102-76-Design and Construction, Subpart C. Individuals who have concerns regarding accessibility at NASA-owned facilities should contact the appropriate Center Disability Program Manager or Facilities Manager.

Ames Research Center	https://eo.arc.nasa.gov/
Armstrong Flight Research Center	https://www.nasa.gov/centers/armstrong/about/Organizations/HumanRes/equalopp.html
Glenn Research Center	https://www.grc.nasa.gov/odeo/
Goddard Space Flight Center	https://eeo.gsfc.nasa.gov/disabilityProgram.html
NASA Headquarters	https://www.nasa.gov/centers/hq/eodm/reasonable_accommodations
Johnson Space Center	https://www.nasa.gov/offices/oeod/
Kennedy Space Center	https://odeo.ksc.nasa.gov/
Langley Research Center	https://oeop.larc.nasa.gov/
Marshall Space Flight Center	https://www.nasa.gov/centers/marshall/news/diversity/about.html
NASA Special Services Center	https://www.nssc.nasa.gov/eo
Stennis Space Center	https://www.nasa.gov/centers/stennis/about/organization/odeo/index.html

NASA employees and applicants can also file a complaint directly with the [U.S. Access Board](#).