

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 Office of Equal Opportunity at agency-ra-request@mail.nasa.gov

NASA employees and applicants can also file a complaint with the US Access Board's website under <https://www.access-board.gov/enforcement/>.