



Andy Beshear  
GOVERNOR

# TRANSPORTATION CABINET

200 Mero Street  
Frankfort, Kentucky 40601

Jim Gray  
SECRETARY

## POLICY STATEMENT ON PERSONS WITH DISABILITIES

### OFFICIAL ORDER 113559

In compliance with the Americans with Disabilities act (ADA) of 1990, it is hereby ordered that the employment, personnel and construction policies of the Kentucky Transportation Cabinet in relation to persons with disabilities shall be as follows:

- (1) ADA prohibits discrimination against qualified person with disabilities as defined by the ADA because of their disability.
- (2) This prohibition applies to job application procedures, hiring, advancement or discharge of employees, employee compensation, job training and other terms, conditions and privileges of employment.
- (3) The Cabinet shall reasonably accommodate the disabilities of qualified applicants or employees.
- (4) The remedies and restorative procedures available under the ADA shall be similar to those available under Title VII of the Civil Rights Act of 1965 and Section 505 of the Rehabilitation Act of 1973. The specifics are set forth in Public Law 101-336, the Americans with Disabilities Act of 1990, Section 107 and 203 and administration regulations promulgated thereto.

All previous instructions, written and oral, relative to or in conflict with this order are hereby superseded.

Signed and approved this \_\_\_\_\_ day of 1/16/2024

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Jim Gray, Secretary  
Kentucky Transportation Cabinet

DocuSigned by:  
APPROVED AS TO FORM AND LEGALITY

Todd Shipp

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