U.S. ABILITYONE COMMISSION

Policy 51.100
Effective Date: April 24, 2012

TITLE: ABILITYONE PROGRAM POLICY STATEMENT

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1. PURPOSE.

This document prescribes overall statements of policy that are the foundation for the AbilityOne Program's implementation.

2. APPLICABILITY.

This policy applies to nonprofit agencies participating in the AbilityOne Program, National Industries for the Blind, (NIB), NISH, the U.S. AbilityOne Commission and other Federal agencies.

3. AUTHORITY.

(a) 41 USC 8501 et. seq., Javits-Wagner-O'Day (JWOD) Act
(b) 41 Code Federal Regulations Chapter 51, Committee for Purchase From People Who Are Blind or Severely Disabled

4. DEFINITIONS AND ACRONYMS.

Quality Work Environment (QWE) – A workplace that identifies and adopts best practices intended to fulfill the Commission's guiding principles for AbilityOne Program employers:

- Opportunities to do the work of their choice with appropriate supports and/or workplace flexibilities, alongside non-disabled employees where all workers receive competitive wages and benefits, either with their current employer or other community-based businesses;

- Ongoing training opportunities that make employment with other community-based businesses possible, by teaching job skills and social skills, as well as promoting the worker's leadership and management potential; and

- A clear path to career advancement opportunities, which details what opportunities are available and the steps the worker must accomplish to achieve promotion in a reasonable time period."

5. RESPONSIBLITIES.

The Director of Policy and Programs is responsible for developing, reviewing, and maintaining the currency of overall Program policy. The Director shall coordinate on all Program policy issues with the Policy Steering Group before presenting to the Executive Director for review.

Federal agencies share the responsibility for fulfilling the Congressional intent of the JWOD Act to increase employment for people who are blind or have other significant disabilities.

6. POLICY.

(a) The AbilityOne Program, administered by the U.S. AbilityOne Commission, is an employment program for people who are blind or have other significant disabilities.

(b) The AbilityOne Program achieves its mission of creating employment for people who are blind or have significant disabilities through the effective and innovative use of the Federal procurement system.

(c) The Program recognizes that to fully achieve the employment mission, collaboration with other Federal socioeconomic programs and Industry is essential.

(d) All Program stakeholders are expected to uphold the highest levels of stewardship, integrity, and performance excellence.

(e) The AbilityOne Program maximizes employment opportunities by ensuring that all products and services procured under it meet government requirements for quality and on-time delivery at fair market prices.

(f) All AbilityOne Program participating nonprofit agencies are expected to maintain a quality work environment.

7. EXCEPTION TO POLICY.

None.

8. PROCEDURES.

None.

9. SUPERSESSION.

N/A.

APPROVED: _____ **Date:** APRIL 24, 2012

J. Anthony Poleo
Chairperson, U.S. AbilityOne Commission