

*BUREAU OF OVERSEAS BUILDINGS OPERATIONS
POLICY DIRECTIVE (PD)*

DESIGN PD 04: BARRIER-FREE ACCESSIBILITY

Issued: 09/11/1998
Last Revised: 01/30/2012
Current Revision: 5/22/2017
Revision Number: 4

1.0 POLICY. OBO shall comply with U.S. Department of State policy to provide barrier-free accessible diplomatic facilities in accordance with the [Architectural Barriers Act \(ABA\) of 1968](#). The ABA prescribes that standards be issued for the design, construction, and alteration of federal buildings to provide accessibility to areas used by the public or where physically disabled persons may be employed or reside. The ABA requires compliance with the scoping and technical requirements under the [ABA Standards](#), contained within the [ADA and ABA Accessibility Guidelines for Buildings and Facilities](#), for buildings and facilities that are designed, constructed, altered, or leased with federal funds. The Guidelines contain the design, construction, and alteration standards necessary for compliance with the ABA. The Guidelines provide minimum barrier-free accessibility standards for exterior sites, buildings, and other facilities.

For all Department of State projects, whether conceived for functional or security alterations, or alterations generated to add accessible features where they did not exist before, the Office of Design and Engineering, Architectural Design Division (OBO/PDCS/DE/AD) will determine the individual requirements for barrier-free accessibility as required by the Guidelines.

It is the policy of the Department of State to comply with the reasonable accommodation requirements of the [Rehabilitation Act of 1973, as amended, 29 U.S.C. 791](#) et seq. Sections 501 and 504. Any employees with disabilities may request a reasonable accommodation for the purpose of removing any barriers that prohibit them from performing their essential job functions or from enjoying the full benefits and privileges of their employment. Under the Rehabilitation Act, federal agencies must provide reasonable accommodation to qualified disabled employees when those requests are approved. Such requests are processed by the rules established by the Department of State. When the Department of State grants a reasonable accommodation involving alteration to Department of State buildings and facilities, OBO shall fund and execute those alterations.

For further details on accessibility compliance requirements by facility type, see Section 5 of this Policy Directive (Standard Operating Procedures).

2.0 EFFECTIVE DATE. This Policy Directive will become effective on the date of issue and will remain in effect until it is cancelled or officially revised and reissued.

3.0 RESCISSIONS. The following documents are rescinded and superseded by this PD:

3.1 P&PD DE 07: Barrier-Free Accessibility

4.0 AUTHORITIES.

4.1 [Architectural Barriers Act \(ABA\) of 1968](#)

4.2 [Architectural Barriers Act \(ABA\) Standards](#)

4.3 [The Rehabilitation Act of 1973, as amended, 29 U.S.C. 791](#) et seq. Sections 501 and 504

4.4 [22 U.S.C. 294 - Manner of Use of Buildings; Contracts for Construction, Etc.](#)

4.5 [2016 OBO International Codes Supplement to the International Building Code \(OBO-ICS IBC\) for New Construction, Chapter 11](#) (Updated annually)

4.6 [2016 OBO International Codes Supplement to the International Building Code \(OBO-ICS IBC\) for Alterations, Chapter 34](#) (Updated annually) or OBO-ICS International Existing Building Code (IEBC), whichever is more stringent

5.0 STANDARD OPERATING PROCEDURES.

5.1 Design SOP ##: OBO Barrier-Free Accessibility Compliance – General Procedures (forthcoming)

5.2 Design SOP ##: OBO Barrier-Free Accessibility Compliance – Non-Residential Facilities (forthcoming)

5.3 Design SOP ##: OBO Barrier-Free Accessibility Compliance – Residential Facilities (forthcoming)

6.0 REFERENCES.

6.1 [OBO Design Standards](#) (Updated annually)

6.2 [15 FAM 264.3 – Other Considerations in Housing Assignments](#)

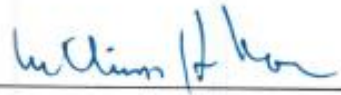
6.3 [15 FAM 724.3 – Individual Requests](#)

6.4 [Design PD 04: Integrated Design Review](#)

6.5 [Maintenance PD 01: Management Protection and Maintenance of Historic Properties Overseas](#)

6.6 [Maintenance PD 04: Managing Minor Construction and Improvement Projects](#)

Approved:

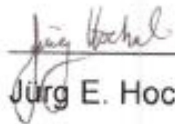


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