

December 11, 2007

<b>DIRECTIVE:</b>	<b>JOB CORPS PROGRAM INSTRUCTION NO. 07-16</b>
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**TO:** ALL JOB CORPS NATIONAL OFFICE STAFF  
ALL JOB CORPS REGIONAL OFFICE STAFF  
ALL JOB CORPS CENTER DIRECTORS  
ALL JOB CORPS CENTER OPERATORS  
ALL NATIONAL TRAINING AND SUPPORT CONTRACTORS  
ALL OUTREACH, ADMISSIONS, AND CTS CONTRACTORS

**FROM:** ESTHER R. JOHNSON, Ed.D.  
National Director  
Office of Job Corps

**SUBJECT:** Additional Guidance and Form for Direct-Threat Assessments

1. Purpose. To provide additional information and guidance on the direct-threat assessment process currently outlined in the Policy and Requirements Handbook (PRH) Chapter 1, Appendix 103.

2. Background. Job Corps requires that applicants not have conditions, disabilities, or behaviors that (1) pose a direct threat to the health or safety of themselves, other students, or staff; and (2) cannot be eliminated by reasonable accommodations or modifications. Like any qualification standard, this requirement must apply to all applicants and students, not just to those with disabilities, and must be evaluated on an individual basis, with a focus on current behavior. The attached instructions and form provide Job Corps health and wellness staff, or other individuals who may conduct such an assessment, with guidance designed to help them properly and lawfully assess an individual applicant's or student's ability to safely participate in the Job Corps program.

For more information on direct threat, see the Equal Employment Opportunity Commission (EEOC) Enforcement Guidance on the Americans with Disabilities Act and Psychiatric Disabilities (<http://www.eeoc.gov/policy/docs/psych.html>).

3. Action. Addressees are to ensure that this Program Instruction is distributed to all appropriate staff, particularly health and wellness staff, including nurses, physicians, center mental health consultants, and Trainee Employee Assistance Program (TEAP) specialists who may conduct direct-threat assessments.

4. Expiration Date. Until superseded.

5. Inquiries. Inquiries should be directed to Carol Abnathy at (202) 693-3283 or [abnathy.carol@dol.gov](mailto:abnathy.carol@dol.gov).

Attachment

Individualized Assessment of Possible Direct Threat—Instructions and Form