National Disability Employment Awareness Month (NDEAM) dates back to the end of World War II. The return of Service members with disabilities sparked public interest in employing injured combat veterans back into the workplace.

On August 11, 1945, the signing of Presidential Proclamation 2664 quantified, “Whereas the people of this National [sic] are determined to foster an environment in which those of their fellow citizens who have become physically handicapped can continue to make their rightful contribution to the work of the world and can continue to enjoy the opportunities and rewards of that work.”

In 1962, the word “physically” is removed to acknowledge the employment needs and contributions of individuals with all types of disabilities.

NDEAM is an opportunity to reaffirm the Department of Defense’s (DoD) commitment to recruit, retain, and advance individuals with disabilities throughout our workforce. It is also a time to recognize the undeniable contributions disabled veterans and other people with disabilities make each and every day across the nation.

As the Nation’s largest employer the DoD recognizes its vital role in advancing disability awareness and employing thousands of workers with disabilities.

Each person brings unique skills and abilities to a job. Equity, dignity, respect, and cooperation among all individuals are essential values in the DoD work environment.