

Frequently Asked Questions

about Testing Accommodations for the ASVAB Career Exploration Program (CEP)

Question: What kinds of accommodations are available for the ASVAB CEP?

Answer: ASVAB test questions may be read aloud, extra time may be provided, enlarged print tests may be used, and instructions for taking the test may be signed. Braille versions of the tests are not available.

Question: Who provides the accommodations?

Answer: School staff members are responsible for administering the ASVAB with accommodations. If the test is read aloud to a student, it must be done in a way that will not affect the standardized testing conditions for the general population. Military Entrance Processing Station (MEPS) staff members are only authorized to administer the ASVAB according to prescribed, standardized procedures.

Question: May test scores from accommodated test sessions be used for enlistment?

Answer: Only test scores obtained from a standardized test session may be used for enlistment purposes. All military applicants are required to take a standardized test, ASVAB, to qualify for entry into the military and to be assigned an occupational specialty. The value of ASVAB as an enlistment and job placement test is well proven. As part of test development, time limits for the various parts (i.e., arithmetic, reading, vocabulary) were set so that almost everyone has the opportunity to answer every question. Because it is costly to train new recruits, we require that all applicants take our test under identical conditions. By so doing, they demonstrate the likelihood that they will succeed in military training and on the job.

Question: Are the practices described above with regard to accommodations in violation of either the Americans with Disabilities Act (ADA) of 1990 or the Rehabilitation Act of 1973?

Answer: Members of the Armed Forces are appointed to a specific rank or grade under the authority of Title 10, United States Code. As such, they are exempt from the Americans with Disabilities Act (see 42 U.S.C. Sections 12111(5)(B)(i) and 12131). Discrimination in DoD civilian positions is governed by the Rehabilitation Act of 1973 which generally applies the same standards for employment as the Americans with Disabilities Act. However, this policy does not apply to "uniformed members of the military departments," only civilians. The military exception to the Rehabilitation Act is articulated in case law interpreting the statutory language. Equal Employment Opportunity Commission and DoD regulations explicitly exempt military positions in the DoD from disability anti-discrimination policies and procedures. DoD physical requirements for military positions affirmatively discriminate on the basis of disability, and the courts have interpreted the military's statutory authority to prescribe physical standards as overriding the requirements of the Rehabilitation Act.

Question: How can I request an accommodation?

Answer: Please contact your nearest MEPS by dialing 1 (800) 323-0513.