



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

CPM 2026-03

## MEMORANDUM

**TO:** Heads of Departments and Agencies

**FROM:** Scott Kupor, Director, U.S. Office of Personnel Management  
Andrea Lucas, Chair, U.S. Equal Employment Opportunity Commission

**DATE:** February 11, 2026

**RE:** Frequently Asked Questions (FAQs) on Telework Accommodations for Disabilities in the Federal Government

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On his first day back in office, President Trump instructed executive agencies to “take all necessary steps to terminate remote work arrangements and require employees to return to work in-person . . . on a full-time basis . . . consistent with applicable law.”<sup>1</sup> This in-office requirement ensures adequate training and supervision of government workers, encourages teamwork and collaboration, and holds government employees to the same standard as most other American workers, who are expected to show up to the office each day.<sup>2</sup>

The U.S. Office of Personnel Management (OPM) has issued extensive guidance to agencies on implementing the President’s return-to-office order pursuant to its statutory mandate under the Telework Enhancement Act of 2010, codified at 5 U.S.C. chapter 65.<sup>3</sup> That guidance reflects that telework and remote work are only available in very limited situations: where telework is situational in nature (not routine or recurring), approved by the agency, and meets a compelling agency need; where telework or remote work are used by the agency as a reasonable accommodation for a qualifying disability or medical condition; or in cases where there are other compelling reasons certified by the agency head (such as in the case of military spouses,<sup>4</sup> or where remote work or telework may be necessary to retain an employee with a critical skillset that cannot easily be replaced).

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<sup>1</sup> [Presidential Memorandum, Return to In-Person Work](#) (Jan. 20, 2025).

<sup>2</sup> See OPM, [Guidance on Presidential Memorandum Return to In-Person Work](#) (Jan. 22, 2025).

<sup>3</sup> See *id.*; OPM & the Office of Management & Budget, [Agency Return to Office Implementation Plans](#) (Jan. 27, 2025); OPM, [Guide to Telework and Remote Work in the Federal Government](#) (December 31, 2025).

<sup>4</sup> See OPM, [Guidance on Exempting Military Spouses and Foreign Service Spouses from Agency Return to Office Plans](#) (Feb. 12, 2025).

Both before and after the President’s return-to-office directive, many Federal employees have requested and received telework as a reasonable accommodation.<sup>5</sup> Now OPM and the U.S. Equal Employment Opportunity Commissions (EEOC) are issuing FAQs on telework accommodations for disabilities in the Federal sector. Among other things, this guidance makes clear:

- Under appropriate circumstances, agencies may revisit and reassess telework accommodations that have been granted in the past;
- Agencies may require that requests for telework accommodations be supported by medical documentation or other appropriate evidence;
- Agencies may ask an employee’s health care provider about mitigating measures or self-accommodations;
- An agency is not required to ignore evidence tending to show that an employee is not entitled to an accommodation or requested one in bad faith;
- Agencies should centralize review of telework accommodations to ensure compliance and consistency; and
- Reasonable accommodations must relate to the employee’s employment, and need not be provided simply because they might personally benefit an employee.

For additional information, agency headquarters-level human resources offices may contact EEOC for questions on reasonable accommodations at [ofs.eeoc@eeoc.gov](mailto:ofs.eeoc@eeoc.gov). Agency headquarters-level human resources offices may contact OPM for questions on governmentwide telework and leave policies at [teleworkpolicy@opm.gov](mailto:teleworkpolicy@opm.gov). Component-level human resources offices must contact their agency headquarters for assistance. Employees must contact their agency human resources offices for further information on this memorandum.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, Chiefs of Staff, General Counsels

Attachment: [Frequently Asked Questions from the Federal Sector on Telework Accommodations for Disabilities](#)

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<sup>5</sup> The term “telework,” as used in this guidance and the FAQs, encompasses both telework and remote work, whether full-time, recurring, routine or situational.