

University of St. Thomas Policies

AMERICANS WITH DISABILITIES ACT

Policy Number: G.02.08

SCOPE

All employees.

PURPOSE

To comply with the *Americans with Disabilities Act (ADA)* and *Section 504 of the Rehabilitation Act of 1973*

POLICY/PROCEDURE

1. It is the policy and practice of the University of St. Thomas to comply with the ADA and the Rehabilitation Act of 1973 and to ensure equal educational and employment opportunity for all qualified persons with disabilities.
2. "Disability" includes a physical or mental impairment that substantially limits one or more life activities, a record of such impairment, or being regarded as having such an impairment.
3. The University of St. Thomas is committed to ensuring non-discrimination in all terms, conditions and privileges of employment. Reasonable accommodation is available to all employees and applicants, including work site accessibility, as long as the accommodation does not cause undue hardship on the University of St. Thomas. Reasonable accommodation is flexible and assessed for each reasonable request.
4. Individuals should contact their department chair, the Vice President for Academic Affairs or the Associate Vice President of Administrative Services concerning an accommodation. Individual University administration will work in collaboration with the ADA and Section 504 Coordinator on campus as appropriate. UST's ADA and Section 504 Coordinator is the Director of Counseling Services.

APPROVED: Dr. Robert Ivany

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Effective Date: