

Policy 5-117: ADA Policy, Reasonable Accommodation and Access

I. Purpose

To provide an effective means by which qualified students, Employees, applicants, volunteers, participants and visitors of the University of Utah may request reasonable accommodation, or access to University programs and activities, in accordance with Section 504 and the ADA.

II. References

[Policy 5-001](#), Personnel Definitions

[Policy 5-106](#), Non-Discrimination Employment

[Policy 5-107](#), Sexual Harassment and Consensual Relationships

[Policy 5-210](#), Discrimination, Harassment, Staff Employment Grievances

[Policy 6-400](#), Student Code

[Policy 6-316](#), Code of Faculty Responsibility

III. Confidentiality

The confidentiality of information related to individuals requesting reasonable accommodation or equal access shall be maintained on a need to know basis and strictly respected insofar as it does not interfere with the University's legal obligations.

IV. Policy

A. The University of Utah complies with the Americans with Disabilities Act (ADA) by providing qualified individuals with disabilities access to University programs,

services and activities. Reasonable prior notice is needed to evaluate requests for accommodation and to implement them when appropriate.

- B. All requests for accommodation by employees (including staff and faculty) of the University, and by applicants seeking accommodation in the application process, must be referred to, and will be evaluated by, the University's Office of Equal Opportunity and Affirmative Action (OEO/AA). All employment accommodations will be evaluated in accordance with the criteria established and defined by the ADA.
- C. All requests for ADA accommodations by non-student participants (as defined in [Policy 5-107, Section III](#)), including but not limited to patients, visitors, and spectators, must be referred to, and will be evaluated by, the OEO/AA.
- D. Student requests for accommodation must be referred to, and will be evaluated by, the Center for Disability Services (CDS). All student accommodation requests, including those made by student applicants seeking accommodation in any academic program application process, will be evaluated in accordance with the criteria established and defined by the ADA. Accommodations provided to students in accordance with the ADA will apply to all University programs, services and activities.
- E. Requests for disability access to University facilities, or University-sponsored activities or events, should be forwarded to CDS.
- F. Denial of access and/or discrimination or harassment, based upon an individual's disability status, or denial of academic accommodation, may be grieved through the University's discrimination and harassment complaint process. (See, [Policy 5-210](#), Discrimination and Sexual Harassment Complaint Policy). Denial of an employment accommodation request may be grieved in writing to the Vice President for Human Resources, within five (5) business days of notice of denial.

V. Contacts

Policy Owner: Questions about this Policy and any related Rules, Procedures and Guidelines should be directed to the [Director of Equal Opportunity and Affirmative Action](#).

Policy Officer: Only the [Vice President for Human Resources](#) or his/her designee has the authority to grant exceptions to this Policy.

VI. History

Editorially revised: October 11, 2011

Editorial changes were made to this document to reflect the changes in Employee definitions as set forth in [Policy 5-100](#).

Editorially revised: 11/05/07