



Policies and Procedures

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13.15 Accommodations of Disabilities

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Purpose:

To provide guidelines regarding the University's compliance with the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), the Americans with Disabilities Act Amendments Act of 2008 (ADAAA), and other applicable federal and state laws and regulations.

Policy Statement:

No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University, or be subjected to unlawful discrimination by the University. This policy applies to all aspects of campus activities including employment, education, student programming, and services provided to the community at-large.

Students: In order to receive assistance with requests for accommodations, a student with a disability must contact [Student Disability Services](#).

Employees: An employee with a disability who wishes to request an accommodation must contact his/her/their supervisor or [Faculty and Staff Disability Services](#) located in Human Resource Services. All University employees in a supervisory capacity are required to report to [Faculty and Staff Disability Services](#) any request for accommodation received.

Events: Any individual (student, university employee or visitor) who plans to attend an event on campus and wishes to request an accommodation should contact the venue hosting the event. Visitors may also contact [Faculty and Staff Disability Services](#) for assistance.

To ensure accessibility in all programs and events, the following statement is to be placed in program announcements:

Individuals with disabilities are encouraged to attend all UNI-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact (sponsoring department or contact person) at (telephone number and email) at least one week prior to the event.

If the event includes a meal, the following statement should be added:

If you have special dietary needs, please contact (sponsoring department or contact person) at (telephone number and email).

If a text telephone (TTY) number is available, it should be included in the program announcements.

It is the responsibility of the sponsoring department to arrange necessary accommodations. The sponsoring department should identify the individual(s) responsible for handling accommodation requests.

While the university will not deny a request based on a deadline, advance notice can be requested. The university must make a good faith effort to provide reasonable accommodations whenever a request is received.

If an employee or student feels his/her/their rights under the Rehabilitation Act, the ADA, and/or the ADAAG have been violated, he/she/they may consult with the [Office of Compliance and Equity Management](#) and/or utilize the procedures outlined in the [Discrimination and Harassment Policy](#). The Assistant to the President for Compliance and Equity Management is the designated ADA Compliance Officer.

For additional information, visit <http://uni.edu/disability> or contact the [Office of Compliance and Equity Management](#), 117 Gilchrist, University of Northern Iowa, Cedar Falls, IA 50614-0028, 319.273.2846, equity@uni.edu, www.uni.edu/equity.

*Office of Compliance and Equity Management, approved August 2013
President's Cabinet, approved December, 2013*