

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

Revision 1. Effective date: May 10, 2004

- I. Purpose and Scope** ..... 1
- II. Definitions** ..... 1
- III. Confidentiality**..... 2
- IV. Policy**..... 2
- V. Policies/ Rules, Procedures, Guidelines, Forms and other Related Resources** ..... 3
- VI. References** ..... 3
- VII. Contacts** ..... 3
- VIII. History** ..... 4

**I. Purpose and Scope**

A. 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..

B. Scope.

[reserved]

**II. Definitions**

[reserved]

### **III. Confidentiality**

- A. 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 1-012). 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.

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*Sections V- VIII are for user information and are not subject to the approval of the Academic Senate or the Board of Trustees. The Institutional Policy Committee, the Policy Owner, or the Policy Officer may update these sections at any time.*

## **V. Policies/ Rules, Procedures, Guidelines, Forms and other Related Resources**

- A. Policies/ Rules. [ *reserved* ]
- B. Procedures, Guidelines, and Forms. [ *reserved* ]
- C. Other Related Resources. [ *reserved* ]

## **VI. References**

- A. Policy 5-001: Employee Definitions
- B. Policy 5-106: Non-Discrimination Employment
- C. Policy 5-107: Sexual Harassment and Consensual Relationships
- D. Policy 1-012: University Non-Discrimination Policy
- E. Policy 6-400: Student Rights and Responsibilities
- F. Policy 6-316: Code of Faculty Rights and Responsibilities

## **VII. Contacts**

The designated contact officials for this Regulation are

- A. Policy Owner(s) (primary contact person for questions and advice): Director of Equal Opportunity and Affirmative Action

B. Policy Officer(s): Chief Human Resources Officer

See Rule 1-001 for information about the roles and authority of policy owners and policy officers.

## **VIII. History**

Revision History.

A. Current version. Revision 1.

1. Effective May 10, 2004.
2. Editorial Revisions
  - a. Editorially revised August 1, 2022 to move to current regulations template.
  - b. Editorially revised October 28, 2021 to reflect the renumbering of Policy 5-210 to Policy 1-012
  - c. Editorially revised October 11, 2011 to reflect changes in employee definitions as set forth in Policy 5-001

B. Previous versions.

C. Renumbering

1. Previously numbered as Policy and Procedures Manual 5-117.