

Effective: August 31, 2010

**Human Resources Policy
ADA REASONABLE ACCOMMODATION AND ACCESS**

Approved: August 31, 2010
President's Cabinet

Purpose

To provide an effective means by which qualified students, staff, faculty, applicants, volunteers, participants and visitors of Millersville University may request reasonable accommodation, or access to University programs and activities, in accordance with the Americans with Disabilities Act (ADA) and amendments.

Policy

Millersville University is committed to equality of opportunity and freedom from discrimination for all students, employees, applicants for admission or employment, and all participants in public University-sponsored activities. In keeping with this commitment, and in accordance with the Americans with Disabilities Act (ADA) the University will make every effort to provide equality of opportunity and freedom from discrimination for all members of the University community and visitors to the University, regardless of any disability an individual may have. Accordingly, the University has taken positive steps to make University facilities accessible to individuals with disabilities and has established procedures to provide reasonable accommodations to allow individuals with disabilities to participate in University programs. The university administration and management are obligated to report any allegation of discrimination to the appropriate office as defined in this policy.

Definition

Under this policy, the university definition of discrimination is intended at all times to be construed in accordance with applicable laws. As such, discrimination is generally defined as actions taken based upon the factor of a person's race, gender, national origin, religion, age, disability, or other protected-class status. There are generally two types of discrimination recognized: disparate treatment and disparate impact. Disparate treatment involves a person being treated differently because of protected-class status. Disparate impact discrimination involves a practice that has a great negative effect on members of a particular protected class than those not in the protected class.

Resources

Questions regarding compliance with the requirements of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended, should be referred to:

University Resources

Office of Human Resources: 717-872-3017

Office of Learning Services: 717- 872-3178

Office of Social Equity and Diversity: 717-872-3787

Housing and Residential Programs: 717-872-3162

Facilities Management: 717-872-3282

Center for Counseling and Human Development: 717-872-3122

External Resources

State Employee Assistance Program (SEAP): 717-872-3017

Pennsylvania Human Relations Commission: 717-787-4410

Office of Civil Rights: 215-656-8541

MU Web Page

Other disability related practices and procedures are available on the university web page at: <http://www.millersville.edu/hr>