

SECTION: **POLICY STATEMENT - GENERAL AND ADMINISTRATIVE**

SUBJECT: **Disability Accommodation**

PURPOSE: Overview of legal authority granting rights to employees with disabilities

EFFECTIVE DATE: [Date]

HISTORICAL:

Disability Accommodation

Policy The Otter Student Union is committed to complying fully with the Americans with Disabilities Act (ADA) and other applicable federal, state, and local laws, including providing disability accommodations.

Disability An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such impairment, or a person who is perceived by others as having such impairment.

Major Life Activities Major life activities may include, but are not limited to:

- Caring for oneself
- Performing manual tasks
- Seeing, hearing, eating, sleeping
- Walking, standing, sitting, reaching, lifting, bending
- Speaking, breathing, learning, reading, concentrating, thinking, communicating, interacting with others, etc.

- Bodily functions

Reasonable Accommodations The term "reasonable accommodation" may include making existing facilities readily accessible to and usable by individuals with disabilities.

Response Timeline The OSU ensures that all requests will be handled in a timely matter when provided with proper documentation, evidence, and support.

Documentation Documentation about the disability and limitations must come from an appropriate health care or rehabilitation professional.