Although identifying yourself as a person with a disability is voluntary, the University can only accommodate known disabilities.

If you wish to identify yourself as a person with a disability and request a reasonable accommodation, please contact the appropriate office below:

**STUDENTS**
Center for Disability Services
Union Building
200 South Central Campus Drive
Room 162
Salt Lake City, UT 84112
(801)581-5020 (Voice)
(801)581-5487 (FAX)
www.sa.utah.edu/ds

**FACULTY & STAFF**
Office of Equal Opportunity & Affirmative Action
201 South Presidents Circle
Park Building, Rm 135
Salt Lake City, UT 84112
(801)581-8365 (V/TDD) (801)585-5746 (FAX)
www.oeo.utah.edu

**PATIENTS AND/OR COMPANIONS**
May request accommodations from any UUHC staff or faculty member or by contacting the University Hospital Customer Service department or the clinic manager. Patients and/or their companions may also contact the University’s ADA/Section 504 Coordinator.

**PUBLIC ACCOMMODATION & ACCESS**
The University is committed to a structural and grounds modification plan to provide more and better access to campus facilities for all individuals. Please help us by reporting any accessibility problems you encounter to:
Center for Disability Services at (801)581-5020, or the University’s ADA/Section 504 Coordinator

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**UNIVERSITY OF UTAH ADA/SECTION 504 COORDINATOR**
The University has designated the following individual as its ADA/Section 504 Coordinator:
Director, OEO/AA
201 South Presidents Cr., Room 135
Salt Lake City, UT 84112
801.581.8365 (V/TDD) 801.585.5746 (FAX)
www.oeo.utah.edu

Inquiries about disability access, University nondiscrimination policies, or for assistance with the complaint process, should be directed to this person.

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**RELAY UTAH**
The University of Utah utilizes Relay Utah, a free speech translation service for telephone communication with individuals who are deaf, hard of hearing, or speech impaired.
To contact Utah Relay Services, call: 711
For Spanish Relay Utah, call: (888)-346-3162

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The Americans with Disabilities Act and Section 504 of the Rehabilitation Act

OFFICE OF EQUAL OPPORTUNITY & AFFIRMATIVE ACTION
UNIVERSITY OF UTAH
135 Park Building
201 South Presidents Circle
Salt Lake City, UT 84112
801.581.8365 (V/TDD) 801.585.5746 (FAX)
www.oeo.utah.edu
CONSENSUAL RELATIONSHIPS

The University of Utah is fully committed to policies of equal opportunity and nondiscrimination. Accordingly, people with disabilities shall not be subject to illegal discrimination or harassment in any University educational program, workplace, event, medical care, or service. Additionally, University policy strictly prohibits retaliation against an individual for requesting accommodation or participating in a discrimination complaint process.

The ADA and Section 504:
- Provide federal civil rights protection for persons with disabilities
- Prohibit discrimination or harassment against persons with disabilities
- Promote equal participation and access to University admissions, education, benefits, programs, activities, medical services, and in employment.
- Provide for reasonable accommodations
- Prohibit retaliation for requesting accommodation or complaining of discriminatory conduct

A person with a disability is:
An individual who has a physical or mental impairment that substantially limits:
- a major life activity (e.g. breathing, seeing, hearing, learning, working, walking, eating, caring for oneself); or
- a major bodily function (e.g. functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions)

OR
An individual who has a record of having such impairment;
OR
An individual who is regarded as having such impairment

The University of Utah is fully committed to policies of equal opportunity and nondiscrimination. Accordingly, people with disabilities shall not be subject to illegal discrimination or harassment in any University educational program, workplace, event, medical care, or service. Additionally, University policy strictly prohibits retaliation against an individual for requesting accommodation or participating in a discrimination complaint process.

The ADA and Section 504 prohibit discrimination or harassment against a qualified person with a disability in all aspects of the employment relationship, including:
- Job application procedures
- Hiring or discharging
- Compensation
- Job Training
- Advancement

A qualified person with a disability means an otherwise qualified person who can perform all of the essential functions of the position in question, with or without reasonable accommodation.

A reasonable accommodation is an adjustment, modification, service or aid, that would facilitate an employee with a disability in performing the essential functions of his/her position or an applicant in completing the application or interview process. The ADA/Section 504 do not require an accommodation that would place an undue hardship on the University as a whole.

NOTE: The ADA and Section 504 do not protect:
- Individuals who are currently engaging in the illegal use of alcohol or drugs;
- Individuals who pose a direct health or safety threat
- Retroactively

PATIENTS & COMPANIONS

Patients and companions with disabilities are entitled to free accommodations to ensure equal access to all UUHC services, programs, and activities. Such accommodations may include auxiliary aids to ensure effective communications for patients or companions who have vision, hearing, or speech impairments. For additional information or to request an accommodation, please contact any UUHC customer service office or clinic manager.

STUDENT SERVICES

The following free services are available to students through the CENTER FOR DISABILITY SERVICES (CDS), Union Bldg., Room 162, 801.581.5020 (V/TDD) or at www.sa.utah.edu/ds/

- Program and campus accessibility
- Reasonable accommodations for students who are:
  - Deaf/Hard of Hearing
  - ADD/ADHD
  - Chronic Illness
  - Learning Disabilities
  - Mobility Impairments
  - Psychological or Psychiatric Disorders
  - Traumatic Brain Injury
  - Visual Disabilities
- Resource lists for diagnostic testing
- Academic and career counseling
- Liaison services with faculty, staff and community
- Interpreters, note takers, readers and other services for students with disabilities
- Information about state and community disability services