I. PURPOSE:
To provide an effective means by which qualified Residents of the University of Utah may request reasonable accommodation, or access to University programs and activities, in accordance with Section 504 and the ADA.

II. POLICY:
The University of Utah complies with the Americans with Disabilities Act (ADA) by providing qualified residents 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.

III. PROCEDURE:

A. All requests for accommodation by University of Utah residents, 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.

B. 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, PPM 2-32, Discrimination, Harassment, Staff Employment Grievances). 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.

C. 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.

Approval body: Graduate Medical Education Committee
Approval date: 3/07
Policy Owner: Graduate Medical Education

Historical Information:
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