

ADA Compliance ^[1]

If you need access or accommodations at work because of a disability or special situation and work for System Administration , CU System Human Resources is happy to work with you.

The information on this page applies to CU System employees only.

Please consult the appropriate HR website for your campus:

- [CU Boulder](#) ^[2]
- [CU Denver/Anschutz](#) ^[3]
- [?UCCS](#) ^[4]

Individuals with disabilities are entitled to access, support and when appropriate reasonable accommodations. Human Resources provides System Administration employees with disability related information, services, reasonable accommodations and resources for staff and visitors to support the ongoing development of an accessible university that embraces diversity.

Report an Accessibility Issue

If you encounter an access barrier in the System Administration building, you may fill out the [Report an Accessibility Issue Form](#) ^[5] ^[6] to report it to Human Resources. Once we receive the form, we will contact you with next steps.

Reasonable Accommodations

A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions.

Fill out and submit the forms below to request a reasonable accommodation:

[Accommodation Request](#) ^[7]

[Medical Information Request](#) ^[8]

Confidentiality

The law requires information be kept confidential. However, the law allows us to share your accommodation information with individuals with a legitimate need to know. These persons can include your supervisor(s), human resources personnel, first aid and safety personnel, personnel investigating compliance with the ADA and others. The law does not prohibit you from voluntarily discussing your condition or medical information with others.

CU does not discriminate on the basis of race, color, national origin, sex, age, disability, religion, pregnancy, sexual orientation or veteran status in admission and access to, and treatment and employment in, its educational programs and activities. (Regent Law, Article 10, amended 11/8/2001).

Human Resources is responsible for ensuring compliance with the ADA, Sections 503 and 504 of the Rehabilitation Act of 1973, as well as other federal and state laws relating to disability.

- Access topics
- Complaint Procedure
- Definitions

- Accessible spaces and settings ^[9]
- Communications and information ^[10]
- Workplace accommodations ^[11]
- Ergonomics ^[12]
- Pregnancy ^[13]

A person with a disability who believes he or she is not being accommodated, or who has experienced discrimination or harassment on the basis of disability, may file a complaint with Human Resources by emailing Tracy.Hooker@cu.edu ^[14].

A person may also file a complaint with the federal government through the U.S. Department of Education's Office for Civil Rights ^[15] (for students), the U.S. Equal Employment Opportunity Commission ^[16] (for employees), or the U.S. Department of Justice ^[17] (for members of the public).

Access: The opportunity for persons with disabilities to utilize and enjoy the same facilities,

programs and services as non-disabled persons.

Americans with Disabilities Act (ADA): The ADA is a federal anti-discrimination law designed to remove barriers that prevent qualified persons with disabilities from enjoying the same employment opportunities as non-disabled persons.

Event Accommodation: An adjustment and/or service that provides a person with a disability equal access. Accommodations can include, but are not limited to, interpreters, listening devices and physically accessible locations.

Major Life Activities: Functions such as walking, seeing, hearing, speaking, breathing, performing manual tasks, caring for oneself, sitting, standing, lifting, reaching, thinking, concentrating, reading and writing.

Person with a Disability: One who has a physical or mental impairment that limits her/him in one or more major life activities.

Qualified Individual with a Disability: An individual with a disability who satisfies and can perform the essential functions of the position, with or without reasonable accommodation.

Reasonable Accommodation: A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions.

Substantial Limitation: The inability or a significant restriction as to the condition, manner or duration under which a person can perform a major life activity as compared to the average person.

Undue hardship: An action requiring significant difficulty or expense for the University.

Groups audience:

Employee Services

Right Sidebar:

ES: HR - Contact CU System HR

Source URL: <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system-administration/employee-resources/ada>

Links

[1] <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system-administration/employee-resources/ada>

[2] <https://www.colorado.edu/hr/>

[3] <http://www.ucdenver.edu/about/departments/HR/Pages/default.aspx>

[4] <https://www.uccs.edu/hr/>

[5] <https://www.cu.edu/employee-services/forms/report-accessibility-issue>

[6] <https://es-sandbox-cu.pantheonsite.io/forms/employee-accommodation-request-form>

[7] <https://www.cu.edu/employee-services/forms/employee-accommodation-request-form>

[8] <https://www.cu.edu/docs/medical-information-request-form>

[9] <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system-administration/employee-resources/ada-0>

- [10] <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system-administration/employee-resources/ada-1>
- [11] <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system-administration/employee-resources/ada-2>
- [12] <https://www.cu.edu/employee-services/ergonomics>
- [13] <https://www.cu.edu/employee-services/pregnancy>
- [14] <mailto:Tracy.Hooker@cu.edu>
- [15] <https://www2.ed.gov/about/offices/list/ocr/index.html>
- [16] <https://www.eeoc.gov/>
- [17] <https://www.justice.gov/>