

UNIVERSITY of



DAYTON

**Policy on Disability  
Accommodation for  
Employees and Applicants**

Effective Date:

Approval:

Maintenance of Policy: Vice  
President, Human Resources

**PURPOSE:** The purpose of this policy is to provide guidelines to the University community to assure compliance with the Americans with Disabilities Act of 1990 (ADA), the Rehabilitation Act of 1973 (Revised), the Americans with Disabilities Amendments Act (ADAAA), and any other related state or local laws. Additionally, this policy supports our intentions to increase access and inclusion for disabled persons.

**SCOPE:** All University employees and applicants for employment.

**POLICY:** In accordance with The Americans With Disabilities Act of 1990, it is the policy of the University of Dayton not to discriminate against any qualified employee or applicant for employment because of a physical or mental disability. The University of Dayton will provide equal opportunity to employment, advance in employment, and otherwise treat qualified individuals with disabilities without discrimination. The University will provide reasonable accommodations to qualified individuals with disabilities who can perform the essential functions of the position for which they are applying.

The University's commitment to equal opportunity for persons with disabilities will include but not be limited to practices involving hiring, recruiting, advertising, retention, training, classification/compensation, benefits, transfers, promotions, termination and layoff.

Employees or applicants with questions about disability accommodation should contact the Office of Human Resources, St. Mary's Hall Room 118, (ext. 2541) or the Office of Compliance and Affirmative Action, St. Mary's Hall Room 400, (ext. 4211, or for Hearing Impaired TDD #229-4473).

**REFERENCE DOCUMENTS:**

1. University of Dayton Policy on Equal Employment Opportunity