

AMERICANS WITH DISABILITIES ACT

I. SCOPE

All employees.

II. PURPOSE

To comply with the Americans with Disabilities Act.

III. POLICY

The University of St. Thomas policy and practice is to comply with the Americans with Disabilities Act and to ensure equal employment opportunity for all qualified persons with disabilities.

“Disability” includes a physical or mental impairment that substantially limits one or more life activities, a record of such impairment, or being regarded as having such an impairment.

The University of St. Thomas is committed to ensuring non-discrimination in all terms, conditions and privileges of employment. Reasonable accommodation is available to all employees and applicants, including work site accessibility as long as the accommodation does not cause undue hardship on the University of St. Thomas. Individuals should contact their supervisor, manager, department chair, or the Director of Human Resources concerning an accommodation.

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Supersedes policy No. 022 written 7/1/95

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