PURPOSE

Western Oregon University is committed to nondiscrimination in the delivery of its programs, services and facilities to persons with disabilities.

POLICY

Western Oregon University must comply with basic nondiscrimination requirements that prohibit exclusion, segregation and unequal treatment. Western Oregon University also must comply with specific requirements related to architectural standards for new and altered buildings; reasonable modifications to policies, practices and procedures; effective communication with people with hearing, vision, or speech disabilities; and other access requirements.

Additionally, WOU, as an institution subject to Title II of the Americans with Disabilities Act (ADA), must ensure accessibility to all of its programs and services. Program accessibility may be accomplished by approved accommodations, academic adjustments and/or auxiliary aids. Once accommodations, academic adjustments and/or auxiliary aids have been approved by the Office of Disability Services, faculty or staff may not differentiate, segregate, or circumvent approved accommodations to disabled students in such a way that limits their participation in WOU programs or requires specific forms of communication unless such alteration provides the same benefits to disabled students as they do to non-disabled students and is approved by the Office of Disability Services. Faculty or staff with questions about approved accommodations, academic adjustments and/or auxiliary aids are welcome to contact the Office of Disability Services.

PROCEDURES

Western Oregon University shall inform persons with disabilities in a timely manner of their right to request and receive reasonable accommodations. Such notification will be provided verbally in announcements and/or written material regarding university programs, activities and services. The Office of Disability Services shall coordinate and provide reasonable accommodations for students and community members. All presentations, forms, and brochures shall be made available in alternate format upon
request. The University shall provide annual training to faculty and staff on workforce diversity which shall include nondiscrimination on the basis of disability.

AUTHORITY

Western is in accordance with Section 504 of the Rehabilitation Act of 1973, the Americans With Disabilities Act (ADA) of 1990, ADA Amendments Act 2009 and Oregon Revised Statute 659.405.

RESPONSIBILITY

Complaints alleging discrimination in the delivery of its programs, services and facilities to persons with disabilities should be brought to the attention of the Director of the Office of Disability Services. The Director of the Office of Disability Services and the University's ADA Coordinator are available to assist in resolving a request or complaint. In addition, students and community members may file a complaint or grievance. For questions regarding Western Oregon Universities grievance and complaint procedure please contact Vice President for Student Affairs office.

Date of next review: March 2013

Alternate formats of this policy are available from the Office of Human Resources.