


Policy: Reasonable Accommodation Policy	
Issuing Department: Office of the President	
Date last revised: April 2009	

PURPOSE

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

POLICY

Public accommodations must comply with basic nondiscrimination requirements that prohibit exclusion, segregation, and unequal treatment. They 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, public accommodations must remove barriers in existing buildings where it is easy to do so without much difficulty or expense, given the public accommodation's resources. Courses and examinations related to professional, educational, or trade-related applications, licensing, certifications, or credentialing must be provided in a place and manner accessible to people with disabilities, or alternative accessible arrangements must be offered.

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: May 2011

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