

3364-50-03 Nondiscrimination on the basis of disability – American with Disabilities Act compliance

(A) Policy statement

Commitment: Since passage of the Rehabilitation Act, the university of Toledo ("the university") has been committed to eliminating barriers to services, employment and educational opportunities for people with disabilities. Our commitment was renewed with the passage of the Americans with Disabilities Act ("ADA") in 1990. With the passage of the ADA Amendments Act of 2008 (ADAAA), we restate our goal of providing seamless access. The university does not discriminate on the basis of disability in violation of the ADA, or the Rehabilitation Act in admission or access to, or treatment or employment in, its programs or activities.

(B) Purpose of policy

The purpose of the policy is to provide guidance to the university in committing itself to equal educational and employment opportunities as well as quality health services to people with disabilities and complying with the ADA, Section 504 of the Rehabilitation Act of 1973 ("the Rehabilitation Act"), Section 1557 of the Affordable Care Act, and other applicable federal and state laws and regulations that prohibit discrimination on the basis of disability.

(C) Nondiscrimination

Following are key aspects of nondiscrimination on the basis of disability, which are discussed in a companion procedures document on the university of Toledo [ADA/504 Compliance webpage](#).

Equal opportunity
Compliance with the ADA and Rehabilitation Act
Physical access
Technology accessibility
Employment practices
Academic practices
Public and patient care services
Association

ADA academic liaisons
ADA contacts

(D) Definitions

Key disability terminology is discussed in a companion procedures document on the university of Toledo [ADA/504 Compliance webpage](#).

(E) Compliance organization

Key roles in the ADA compliance governance structure are discussed in a companion procedures document on the university of Toledo [ADA/504 Compliance webpage](#).

(F) Responsibility to notify

The university will make reasonable accommodations to an otherwise qualified individual with a disability. It is the responsibility of the individual with the disability to inform the university that an accommodation is needed. The university may request documentation of the individual's functional limitations to support a need for an accommodation. The reasonable accommodations identification process is detailed in a companion procedures document on the university of Toledo [ADA/504 Compliance webpage](#).

(G) Complaint procedure

The following aspects of the ADA accommodation complaint procedure are contained in a companion procedures document on the university of Toledo [ADA/504 Compliance webpage](#).

Notification
Investigation
Remedial action
Non-retaliation policy
Documentation retention

Effective: 11/5/2018

CERTIFIED ELECTRONICALLY

Certification

10/24/2018

Date

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