


<p>Name of Policy: <u>Nondiscrimination on the Basis of Disability-Americans with Disabilities Act Compliance</u></p> <p>Policy Number: 3364-50-03</p> <p>Approving Officer: President</p> <p>Responsible Agent: Executive Director of Internal Audit and Chief Compliance Officer</p> <p>Scope: All University of Toledo Campuses and UTMC</p>	 <p>Most recent revision: October 1, 2017</p> <p>Original effective date: August 12, 2008</p>
<p><input type="checkbox"/> New policy proposal</p>	<p><input type="checkbox"/> Minor/technical revision of existing policy</p>
<p><input checked="" type="checkbox"/> Major revision of existing policy</p>	<p><input type="checkbox"/> Reaffirmation of existing policy</p>

(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](#).

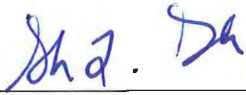
(F) Responsibility to notify. The University will make reasonable accommodations to an otherwise qualified individual with a disability. It is the responsibility of the individual with the disability to inform the University that an accommodation is needed. The University may request documentation of 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

Approved by:



Sharon L. Gaber, Ph.D.
President

February 27, 2018
Date

Review/Revision Completed by:
Internal Audit and Compliance
SLT (1/10/18)

Policies Superseded by This Policy:

- *Former 3364-50-03, previous effective date September 24, 2012*

Initial effective date: August 12, 2008
Review/Revision Date: January 1, 2009; September 24, 2012, February 27, 2018
Next review date: March 1, 2021