

Name of Policy: <u>Nondiscrimination on the Basis of Disability-Americans with Disabilities Act Compliance</u>		 <p>Effective date: June 10, 2021</p> <p>Original effective date: August 12, 2008</p>	
Policy Number: 3364-50-03			
Approving Officer: President			
Responsible Agent: Director of Campus Accessibility and Student Disability Services			
Scope: All University of Toledo Campuses and UTMC			
<input type="checkbox"/>	New policy proposal	<input checked="" type="checkbox"/>	Minor/technical revision of existing policy
<input type="checkbox"/>	Major revision of existing policy	<input type="checkbox"/>	Reaffirmation of existing policy

(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 facilitating seamless access through equitable and inclusive experiences. The university does not discriminate based on disability in admission or access to, or treatment of employment in, its programs or activities in violation of federal and state laws.

(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

<p>Approved by:</p> <p><u>/s/</u> Gregory C. Postel, M.D., President</p> <p><u>June 10, 2021</u> Date</p> <p><i>Review/Revision Completed by:</i> <i>Internal Audit and Compliance</i> <i>SLT</i></p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none">• <i>Former 3364-50-03, previous effective date October 1, 2017</i> <p>Initial effective date: August 12, 2008</p> <p>Review/Revision Date: January 1, 2009; September 24, 2012, February 27, 2018, June 10, 2021</p> <p>Next review date: June 10, 2024</p>
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