

**ARTICLE XX
ACCESS NEEDS**

Section A. General Provisions.

1. Employees with disabilities have a right to an accessible workplace. The University shall provide reasonable accommodations to qualified Employees with disabilities to enable them to safely perform their assigned duties to provide them with an equal opportunity to participate in the workplace. The University is committed to providing equal opportunities for Employees with disabilities.
2. Employees with disabilities may at any time request a reasonable accommodation through their local accommodations coordinator. A reasonable accommodation is any change or adjustment to a job or work environment that would permit a person with a disability to perform the essential functions of the job.
3. When an Employee requests a job-related accommodation, it is their responsibility to obtain and submit supporting medical documentation from appropriate healthcare providers. Employees may be granted reasonable provisional accommodations for up to 30 days with reasonable extensions as necessary in the University's discretion.
4. The University shall engage in the interactive process with the Employee within ten (10) business days of receiving an accommodation request and provide reasonable accommodations as soon as feasible that do not cause an undue burden, consistent with state, federal, and local law as well as University policy.
5. To resolve disability issues that may arise involving Employees, University Disability Resources may work in collaboration with local human resource offices, the Office of Labor and Employee Relations and the Union.

Section B. Training

Employees and supervisors may seek guidance from University Disability Resources on any issue relating to disabilities and the process for and consideration of accommodations.