

WESTERN
WASHINGTON UNIVERSITY


Aatrr Mimit (Jumping Uter)

ADA Overview

Presented to the Associated Students Management Council

by
Sue Guenter-Schlesinger, Ph.D.
Vice Provost for Equal Opportunity & Employment Diversity
Title IX & ADA Coordinator

February 2, 2017



WESTERN
WASHINGTON UNIVERSITY

Aatrr Mimit (Jumping Uter)

disAbility Discrimination and Harassment: It's Against the Law

- ADA (1990)
- Sections 503 & 504 of the Rehab Act of 1973
- RCW 49-60-040



Western Policies

- Equal Opportunity/Non-Discrimination Policy
- Reasonable Accommodation Policy
- Appendix A of the Student Bulletin
- Related Policies: Faculty Handbook, Section I, VII



Definition of “Person with a disAbility:” ADA

- An Individual with a disAbility is a Person who:
 - Has a Physical or Mental Impairment that Substantially Limits one or more Major Life Activities;
 - Has a Record of Such an Impairment or
 - Is Regarded as Having such an Impairment.



Atair Mimi (Jumping In)

State Definition:

- Updated May 4, 2007, as part of Washington State's Law Against Discrimination
- Much Broader in Scope
- Includes Temporary as well as Permanent Disabilities



Atair Mimi (Jumping In)

Under the ADA, a Faculty, Staff or Student with a disAbility:

- Must be provided with a Reasonable Accommodation
- As long as it does not Create "Undue Hardship" to the Institution



Resources for People with disAbilities

- disAbility Resource Services (DRS) for Student Accommodations
- Human Resources for Employee Accommodation
- EO Office for Student and Employee Concerns/Complaints



Examples of disAbility Discrimination or Harassment

- Refusing to Provide a Reasonable Accommodation when it does not Create and Undue Hardship
- Making Inappropriate and Insensitive Comments or Jokes about a Person's disAbility
- Not Hiring a Person because of their disAbility when they are Best Qualified and can do the job with or without an Accommodation



What To Do If You Feel Discriminated Against or Harassed

- Tell the harasser to stop, if possible. Say how the behavior is offensive to you
- Document the incident(s) and report it to your Department Chair, Dean or Supervisor
- Utilize EO Office



What to Do: Cont'd

- EO Office will try to informally resolve issue at lowest level if possible
- Alleged victim may file formal complaint (45 days)
- EO Office conducts investigation, ensuring fairness to all parties
- Leadership is informed of outcome & takes appropriate action



Providing Accommodations

- DisAbility Resource Services (DRS)
- Human Resources



Architectural Assess

- Periodic Studies
- Disability Advisory Council (DAC)



Aainr Mtiuu (Jumpaŕ U

QUESTIONS?

**Equal Opportunity Office
Title IX & ADA Coordinator
Old Main 345 MS-9021 Ph: 650-3307**

www.wvu.edu/eoo

Email: eoo@wvu.edu