

ADA Compliance Policy

Summary

The university's policy position on guaranteeing adherence to the American with Disabilities Act.

Purpose

To provide guidance on guaranteeing adherence to the American with Disabilities Act.

Policy

Columbus State University is actively committed to the goals and objectives contained in the Americans with Disabilities Act (ADA). Columbus State University shall take the necessary measures to comply with all sections of the Act related to the University.

In the area of employment, the ADA prohibits discrimination against a qualified individual with a disability in regard to job application procedures, the hiring, advancement, or discharge of employees, compensation, or other terms, conditions, or privileges of employment. A qualified individual with a disability means an individual who, with or without reasonable accommodation, can perform the essential functions of the position that such individual holds or desires. Employers must make reasonable accommodations for persons with disabilities unless to do so would constitute undue hardship on the covered entity.

Employees should self-identify any qualified disability (as defined under the ADA) for which assistance is needed in carrying out their assigned employment duties. Employees should self-identify through the Human Resources Department or the Affirmative Action/Equal Opportunity Officer.

Any employee who feels that he or she has been discriminated against on the basis of a condition recognized as a disability under the ADA may file a complaint with the Affirmative Action/Equal Opportunity Officer located on campus.

Related USG Policy

6/30/18

Last Update

N/A

Responsible Authority

CSU Human Resources