

RESOLUTION

concerning

POLICY REGARDING PERSONS WITH DISABILITIES

July 14, 2000

WHEREAS, The Board of Trustees for the Connecticut State University System has maintained a policy of nondiscrimination against all persons protected by all state and federal laws, regulations and executive orders, and

WHEREAS, The Americans with Disabilities Act of 1990 requires reasonable accommodation in all aspects of the employment process including application, performance of duties, and benefits and privileges of employment, and

WHEREAS, The CSU Council of Presidents has endorsed the development of a systemwide policy to address employees or candidates for employment with disabilities, and

WHEREAS, A systemwide policy will ensure consistency, clear understanding, and expectations for each university and the System Office regarding compliance with this mandate, therefore be it

RESOLVED, That the attached document entitled "Connecticut State University System Policy regarding Persons with Disabilities" is hereby adopted.

A Certified True Copy:

William J. Gibes, Jr., Chancellor

**CONNECTICUT STATE UNIVERSITY SYSTEM
POLICY REGARDING PERSONS WITH DISABILITIES**

The Board of Trustees for the Connecticut State University System affirms its policy of nondiscrimination against all persons protected by all state and federal laws, regulations and executive orders. This policy of nondiscrimination commits the Connecticut State University System (CSU) to achieving equal employment opportunity and full participation for employees with disabilities. It is the Board's policy that no qualified person be excluded from consideration for employment, participation in any university or System Office program or activity, be denied the benefits of any university program or activity, or otherwise be subjected to discrimination with regard to any program or activity. This policy derives from CSU's commitment to nondiscrimination for all persons in employment, academic programs, and access to facilities, programs, activities, and services.

Existing barriers, whether physical, programmatic or attitudinal must be addressed. A person with a disability must be afforded equal employment opportunity as outlined in federal law, specifically the rehabilitation Act of 1973 including the section 504 and the Americans with Disabilities Act of 1990, as well as specific state laws on nondiscrimination found in the Connecticut General Statutes and State Executive Orders 18, 11, and 9.

The ADA requires reasonable accommodation in all aspects of the employment process including application, performance of duties and benefits and privileges of employment. CSU's efforts to accommodate people with disabilities must be measured against the goal of full participation and integration. Services and programs to promote these benefits for people with disabilities shall complement and support, but not duplicate, each university's regular services and programs. In keeping with CSU's commitment to equal employment opportunity, each university will make reasonable accommodation for the known physical and mental limitations of otherwise qualified applicants and employees within the provisions of the prevailing state and federal statutes.

An employee with a disability seeking a reasonable accommodation should contact the university or System Office Affirmative Action Officer to determine the appropriate process for review of the request.

Achieving full participation and integration of people with disabilities requires the cooperative efforts of all of university and System Office departments, offices, and personnel. Each university and the System Office shall periodically review its compliance with this policy as part of its commitment to nondiscrimination.

The Connecticut State University System regarding Persons with Disabilities shall be made available to all employees and shall be posted prominently in meeting rooms used for university and related business meetings and on bulletin boards located in common areas which are readily accessible, on a daily basis, to Connecticut State University System employees and visitors.

ITEM

Policy regarding Persons with Disabilities

BACKGROUND

A person with a disability must be afforded equal employment opportunity as outlined in federal law, specifically the Rehabilitation Act of 1973 including section 504, and the Americans with Disabilities Act of 1990 (ADA), and specific state laws on nondiscrimination in accordance with Connecticut General Statutes and State Executive Orders 18, 11, and 9.

The Board of Trustees for the Connecticut State University System has a long history in maintaining nondiscrimination policies for all persons protected by all state and federal laws, regulations and executive orders.

ANALYSIS

The ADA requires reasonable accommodation in all aspects of the employment process including application, performance of duties, and benefits and privileges of employment. A systemwide policy will ensure clear understanding and expectations for each university and the System Office regarding compliance with this mandate.

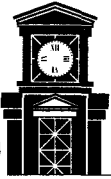
The proposed policy commits the CSU System to a policy of nondiscrimination for individuals protected under the provisions of state and federal law. In keeping with this commitment, it requires each university to make reasonable accommodation for the known physical and mental limitations of otherwise qualified applicants and employees.

Services and programs to promote these benefits for persons with disabilities shall complement and support, but not duplicate, regular services and programs of a university or the System Office. Each university or the System Office will make such reasonable accommodation for the known physical and mental limitations of otherwise qualified applicants or employees.

The recommended policy was proposed and reviewed by the CSU Council of Presidents, Council on Employee Relations, and university Affirmative Action Officers.

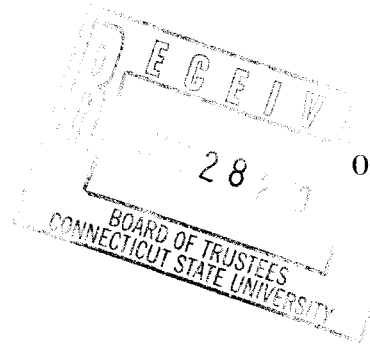
CHANCELLOR'S RECOMMENDATION

Approve the policy regarding persons with disabilities.



Eastern Connecticut State University

83 Windham Street ■ Willimantic ■ Connecticut 06226 ■ 860-465-5222



Office of the President

January 26, 2000

Dr. William J. Cibes Jr.
Chancellor
The Connecticut State University System
39 Woodland Street
Hartford, Connecticut 06105

Re: Policy on disabilities issues

Dear Dr. Cibes:

I am writing for the second time to bring to your attention the urgent need for the System to develop a policy on handling claims of disabilities. You will recall that recently I brought to your attention the case of a tenure candidate at the University who could have brought a disability issue to bear with respect to her denial of tenure. This semester, I have just learned of a junior faculty member who is claiming Attention Deficit Disorder as a factor potentially affecting her chances for promotion and tenure. Currently, she is requesting sick leave, but her medical documentation speaks of promotion and mentions various accommodations that should be made.

At this time, I am reiterating my earlier request that the System develop a policy with respect to these issues along with a set of procedures for diagnosing and/or verifying such disorders. In this regard, I recommend that a conference call be set up involving Naomi Stonberg, Yvette Thiesfield, Constance Green, and Michael Pernal to discuss policy, procedures, and program implications. In particular, I believe Naomi should be called in because of collective bargaining and legal issues. It is important to understand that this issue has implications for the entire system.

I cannot stress more strongly the need for us to lay out a policy with respect to these claims. The immediate issue on my campus has been raised literally the day Spring Semester classes have started and has placed a great burden on the affected department and, more importantly, our students. Thank you for your attention to this matter.

Sincerely,

David G. Carter
President

c: Dr. Michael Pernal, Executive Vice President
Ms. Constance B. Green, Executive Assistant to the President/Director of Equity and Diversity



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