



# LONG ISLAND UNIVERSITY

## EMPLOYEES WITH DISABILITIES ACCOMMODATION POLICY

### PURPOSE

Long Island University is committed to providing equal access and opportunities to job applicants and employees with disabilities, and prohibits discrimination on the basis of disability.

### STATEMENT OF POLICY

It is the policy and practice of the University to comply with the Rehabilitation Act, the Americans with Disabilities Act (“ADA”), its amendments (“ADAAA”) as well as with applicable state and local laws prohibiting discrimination on the basis of a disability.

Applicants and employees with a disability recognized by law are entitled to a reasonable accommodation if one is needed to enable the person to apply for a job, perform the essential elements of a job, or to enjoy the benefits offered to other applicants and employees.

In general, the ADA defines a disability as a physical or mental impairment that substantially limits a major life activity or that prevents the exercise of a normal bodily function, a record of such impairment (such as cancer in remission), or a condition regarded by others as such an impairment.

Reasonable accommodations do not include lower performance standards or items for personal use or convenience. The University is obligated to provide a reasonable accommodation, which may not be the one requested. The process of identifying and providing a reasonable accommodation is an interactive one. The University is not obligated to provide an accommodation if it would impose an undue hardship on it, or if the person requesting the accommodation poses a direct threat to the safety of self or to others.

Standardized forms to assist an employee with establishing eligibility for consideration of a reasonable accommodation are available from Human Resources.

### PROCEDURES

*See Employees with Disabilities Accommodation Procedures.*

**POLICY TYPE: OPERATIONS**