



## **Disability Accommodation Guidelines**

### **A. Introduction**

The Americans with Disabilities Act (ADA) applies to University of Colorado Denver | Anschutz Medical Campus, and provides that individuals who are otherwise qualified for jobs or educational programs will not be denied access simply because they have a disability. Its goal is to guarantee that individuals with disabilities are not discriminated against or denied equal access to the same programs, services and facilities available to others. The ADA prohibits employers, including University of Colorado Denver | Anschutz Medical Campus, from discriminating against applicants and workers with disabilities in all aspects of employment. The Act also prohibits the University from discriminating on the basis of disability in access to its programs and services.

### **B. Accommodation**

The ADA requires that the University of Colorado Denver | Anschutz Medical Campus provide reasonable accommodations to qualified individuals with disabilities who are employees or applicants for employment, and for persons who participate in or apply for participation in the University's programs and activities. Exceptions to the obligation for providing accommodation may be made if doing so would cause undue financial or administrative burdens, fundamental alteration to a program or activity, or significant risk to health or safety to self and/or others. Additional information regarding the ADA may be obtained online from the ADA Home Page: <http://www.ada.gov/>.

If you are an applicant for employment or employee at the University of Colorado Denver | Anschutz Medical Campus, and need to make application for accommodations or need information regarding the ADA, contact the University of Colorado Denver | Anschutz Medical Campus, Director of Employee Relations and Performance & ADA Coordinator at:

[HR.ADACoordinator@ucdenver.edu](mailto:HR.ADACoordinator@ucdenver.edu);

If you are a student at the Downtown Campus and need assistance with access to or participation in the academic curriculum, contact the Office of Disability Resources/Services at: [DisabilityResources@ucdenver.edu](mailto:DisabilityResources@ucdenver.edu); (303) 315-3510. If you are a student on at the Anschutz Medical Campus, please call 303-724-8428.

### **C. Reporting Discrimination**

[Policy 10](#) of the Laws of the University of Colorado Board of Regents prohibits discrimination on the basis of disability (or on the basis of membership in other protected classes) in admission and access to, and treatment and employment in, University of Colorado educational programs and activities. To report discrimination or to obtain additional information, contact the Denver | Anschutz Medical Office of Equity at: [Equity@ucdenver.edu](mailto:Equity@ucdenver.edu). Complaints of discrimination based upon disability will be processed according to the provisions of

