

SNU Policy: Americans with Disabilities Policy for Staff & Faculty Employees

SNU Policy ID: Benefits D-10

Policy Reviewed by: Director of Human Resources

Approval Authority: Vice President for Business and Finance

Approval Date: September 18, 2020

Next Review Date: September 18, 2025

POLICY:

The University does not discriminate, or tolerate discrimination against, any individual based on disability or any other status protected by applicable law. For more information regarding Southern Nazarene University's commitment to non-discrimination please see Policy and Procedure General Information A-4 [Non Discrimination Statement/Equal Employment Opportunity Statement](#) . To ensure equal access to its programs and activities, the University is committed to providing reasonable accommodations, including appropriate auxiliary aids and services, adjustments, and/or modification to the University's policies, practices, or procedures to qualified individuals with disabilities. The University also is committed to taking such steps as may be necessary to ensure that no individual with a disability is excluded, denied services, segregated, or otherwise treated differently because of a disability. SNU employees can request reasonable accommodations for the workplace. To be eligible for an accommodation, employees must provide documentation of a disability from a qualified medical professional. Reasonable accommodations will vary depending on individual circumstances and will include an assessment of whether the accommodation would alter the fundamental requirements that are essential to the position, or if it would result in an undue hardship to the University. An employee who wishes to request reasonable accommodations for a disability should contact the Director of Human Resources.