

**The University of Wisconsin System**  
**UPS OPERATIONAL POLICY: EEO 4**



**SUBJECT:** Accommodations for Individuals with Disabilities

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**Original Issuance Date:** July 1, 2015

**Last Revision Date:**

**1. POLICY PURPOSE:**

The purpose of this policy is to reference the nondiscrimination and accommodation policies of the Board of Regents.

**2. POLICY BACKGROUND:**

On December 6, 1996, the Board of Regents adopted the policy statement contained in [Regent Policy Document 14-10, Nondiscrimination on Basis of Disability: Policy Statement \(RPD 14-10\)](#). That policy statement expresses the Board of Regents' commitment to providing an educational, program, activity, and workplace environment free of discrimination based on disability.

**3. POLICY DEFINITIONS:**

Please see UPS Operational Policy [GEN 0: General Terms and Definitions](#) for a list of general terms and definitions.

**4. POLICY:**

University of Wisconsin System institutions must comply with federal and state laws under which discrimination against individuals with qualifying disabilities is prohibited and under which individuals with disabilities may be entitled to accommodations that will allow them to have effective opportunities to participate in programs and activities at the institution, and to benefit from services provided by the institution. [RPD 14-10](#) provides:

It is the policy of the University of Wisconsin System that no otherwise qualified individual with a disability shall be denied access to or participation in any program, service, or activity offered by the universities. Individuals with disabilities have a right to request accommodations. Individuals will receive appropriate accommodations to their needs in order to fully participate in or benefit from the university's programs, services, and activities in a non-discriminatory, integrated setting.

The Office of General Counsel's legal topic entitled [ADA - Employment \(Title 1\)](#) explains the applicable laws: the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the

Rehabilitation Act of 1973. These laws prohibit discrimination on the basis of a qualified disability and require employers to provide reasonable accommodations ([42 U.S.C. § 12101](#)).

**5. RELATED DOCUMENTS:**

[Regent Policy Document 14-10, Nondiscrimination on Basis of Disability](#)  
[Wisconsin Fair Employment Act, Wis. Stats. §§ 111.31 to 111.395](#)  
[The Americans with Disabilities Act of 1990 \(ADA\)](#)

**6. POLICY HISTORY:**