PURPOSE:
To assure persons with disabilities are provided equal access to opportunities, programs, and activities at UConn Health pursuant to the Americans with Disabilities Act (ADA), the provisions of Section 504 of the Rehabilitation Act of 1973, and the Connecticut General Statutes, Section 46a-60 which prohibit discrimination against persons with disabilities.

POLICY STATEMENT:
UConn Health is committed to achieving equal opportunity and equal access in employment, education, its programs, and activities by encouraging full participation for persons with disabilities. The Americans with Disabilities Act (ADA), the provisions of Section 504 of the Rehabilitation Act of 1973, and the Connecticut General Statutes, Section 46a-60 prohibit discrimination against individuals with disabilities. Therefore, this policy is put forth by UConn Health to ensure that no person be subjected to discrimination in any of its services or programs based on a disability.

A person with a disability must be ensured the same access to opportunities, programs, and activities, at UConn Health, as all others. There must be an ongoing commitment to ensure that barriers are not erected. Reasonable accommodations will be made to remove existing barriers, whether physical, programmatic, or attitudinal.

UConn Health’s efforts in accommodating persons with disabilities will be measured against its goal of achieving full participation and integration. The services and programs that promote these benefits for persons with disabilities shall complement and support, but not duplicate, UConn Health’s regular services and programs.

Achieving full participation and integration of persons with disabilities at UConn Health requires the cooperative efforts of the deans, directors, department heads, faculty, and staff. Contact the ADA Coordinator at (860) 679-3563 for further assistance.

DEFINITIONS:
None

PROCEDURES/FORMS:
None
REFERENCES:
Americans with Disabilities Act (ADA), the provisions of Section 504 of the Rehabilitation Act of 1973, and the Connecticut General Statutes, Section 46a-60.

RELATED POLICIES:
- Interpreters/Language Access for Persons Who are Limited English Proficient (LEP), Deaf or Hard of Hearing. Policy owner: Interpreter Services. Interpreters/Language Access for Persons Who are Limited English Proficient (LEP), Deaf or Hard of Hearing

ENFORCEMENT:
Violations of this policy or associated procedures may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, the University of Connecticut Student Code, other applicable University Policies, or as outlined in any procedures document related to this policy.

APPROVAL:

Bruce Liang (Signed) 11/23/2022
Bruce Liang Date
UConn Health Chief Executive Officer

Kiki Nissen (Signed) 11/22/2022
Kiki Nissen Date
Administrative Policy Committee Vice-Chair

Janel Simpson (Signed) 11/21/2022
Janel Simpson Date
Administrative Policy Committee Chair

POLICY HISTORY:
New Policy Approved: 9/30/02
Revisions: 10/09, 10/10, 10/11, 10/12, 07/13, 7/14, 09/15, 9/16, 11/22