

VIRGINIA STATE UNIVERSITY

Section:	Board of Visitors
Policy Number:	105
Policy Name:	Americans with Disabilities Accessibility Policy
Applicability:	University Community
Effective Date:	September 10, 1999
Review Date:	October 1, 2001

I. Purpose

The purpose of this policy is to address the commitment of the University to provide reasonable accommodations to applicants for employment, employees, and students under Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990.

II. Policy

The Virginia State University Board of Visitors, the administration and the faculty are committed to a policy of equal opportunity in education and employment prohibiting unlawful discrimination on the basis of race, color, creed, religion, marital status, sex, age, disability, political affiliation, or national origin.

The University will provide reasonable accommodations upon request to otherwise qualified disabled individuals who require such accommodations in order to perform the essential functions of their jobs, to meet the academic or technical standards of a University academic program, or to have an equal opportunity to participate in University programs or activities. Accommodation requests related to conditions of employment must be made directly to the Office of Human Resources. All accommodation requests must be written and consistent with the current documented needs of the individual requesting said accommodation(s).

Any student requiring an accommodation must request such services directly from the Office of Student Affairs or the Office of the Provost. In the event a program, class, or activity is located in an inaccessible facility, the University will take such

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action(s) as necessary to provide reasonable accommodations to ensure accessibility. All accommodation requests must be written and consistent with the current documented needs of the individual requesting said accommodation(s). A disability will be defined according to the parameters of Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990.

Inquiries regarding interpretation or compliance with this policy should be directed to the Office of Human Resources, Virginia State University, P.O. box 9412, Petersburg, Virginia 23806, (804) 524-5085.

APPROVED BY: (Ronald C. Johnson)
Ronald C. Johnson, Rector

DATE: September 10, 1999