



## **Campus Administrative Policy**

**Policy Title:** **Disability Accommodation**

Policy Number: 4028      Functional Area: Human Resources

---

Effective:	July 1, 2019
Date Last Amended/Reviewed:	June 28, 2019
Date Scheduled for Review:	July 1, 2026
Supersedes:	Disability Accommodation
Approved by:	Donald M. Elliman, Jr. Chancellor, University of Colorado Anschutz Medical Campus Dorothy A. Horrell Chancellor, University of Colorado Denver
Prepared by:	Human Resources Director of Employee Relations and Performance
Reviewing Office:	Executive Vice Chancellor for Administration and Finance   CFO, University of Colorado Anschutz Medical Campus Senior Vice Chancellor for Administration and Finance   CFO, University of Colorado Denver
Responsible Officer:	Associate Vice Chancellor for Human Resources
Applies to:	CU Anschutz Medical Campus CU Denver Campus

---

## **A. Introduction**

The Americans with Disabilities Act (ADA) applies to the University of Colorado Denver Campus and University of Colorado 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 Campus | 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 CU Denver Campus and CU 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 hardship, a fundamental alteration to a program or activity, or the individual with the disability poses a direct threat to the health and safety to themselves or others. Additional information regarding the ADA may be obtained online from the [ADA Home Page](#).

If you are an applicant for employment or employee at CU Denver Campus or CU Anschutz Medical Campus, and need to make application for accommodations or need information regarding the ADA, contact the CU Denver | Anschutz ADA Coordinator at: [HR.adacoordinator@ucdenver.edu](mailto:HR.adacoordinator@ucdenver.edu) or 303-315-2700.

If you are a student at CU Denver 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 CU Anschutz Medical Campus, please call 303-724-8428.

## **C. Reporting Discrimination**

Article 8 part A 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 CU Denver | Anschutz 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 CU Denver Campus and CU Anschutz Medical Campus Nondiscrimination Procedures Guidelines found in [Campus Policy 3054, Nondiscrimination Policy and Procedures.](#)

### **Notes**

1. Dates of official enactment and amendments:  
July 1, 2019: Revised/Reissued by Chancellors

2. History:

July 1, 2019: Revised. New draft created but mostly contacts and links updated as well as reformatted to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university.

March 3, 2021: Updated to reflect Regent policy updated

3. Initial Policy Effective Date: Unknown

4. Cross References/Appendix:

- Campus Policy 3054, Nondiscrimination Policy and Procedures.
- University of Colorado Board of Regents Article 10
- Americans with Disabilities Act Homepage