

ARTICLE XX
ACCESS NEEDS

Section A. General Provisions.

- 1 ~~The University is committed to providing equal opportunities for Employees~~ with disabilities. ~~E. have a right to an accessible workplace. The Corporation University shall provide reasonable accommodations to disabled Employees in order for them to safely perform their assigned duties satisfy access needs for Employees provided such accommodations do not create an undue hardship on the University., including but not limited to, those disabled or become disabled and need assistance to safely perform the assigned duties of their job.~~
- 2 Employees with disabilities may at any time request a reasonable accommodation_s through their local accommodations coordinator ~~to satisfy access needs.~~ A reasonable accommodation is any change or adjustment to a job or work environment that would permit a person with a disability to perform the essential functions of the job.
- 3 When an Employee requests a job-related accommodation, it is their responsibility to obtain and submit supporting medical documentation from appropriate healthcare providers.
- 4 The University shall engage in the interactive process and provide reasonable accommodations that do not cause an undue burden, consistent with state, federal, and local law as well as University policy. manner and will make reasonable efforts to implement agreed upon accommodations as soon as practicable. ~~, which shall be provided within five (5) business days of the request.~~
- 5 ~~The Corporation shall not require medical documentation as a condition of receiving accommodations when the Employee's disability is obvious. However, when the disability and/or the need for accommodation is not obvious, the University may ask the individual for reasonable medical documentation about their disability and functional limitations.~~
- 6 ~~An Employee has the right to Union representation at any discussion or process determining how access needs will be satisfied.~~

Section B Training.

1. ~~The Corporation shall provide training to all employees and supervisors to ensure their compliance with this Article and disability rights law.~~ Employees and supervisors may seek

guidance from University Disability Resources on any issue relating to disabilities and the process for and consideration of accommodations.

- ~~2. Where emergency exit chairs exist, tThe University Corporation shall provide training to employees and supervisors in the operation of emergency exit chairs. This shall be a required training for lab safety officers.~~