

ARTICLE XX
ACCESS NEEDS

Section A. General Provisions.

1. Employees have a right to an accessible workplace. The Corporation shall provide accommodations to satisfy access needs for Employees, including but not limited to, those disabled or become disabled and need assistance to safely perform the assigned duties of their job. The ~~University~~ Corporation is committed to providing equal opportunities for Employees with disabilities.
2. Employees with disabilities may at any time request a reasonable accommodation through their local accommodations coordinator. 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. ~~Employees will be granted accommodations pending their submission of documentation within one year. The Corporation may withdraw accommodations which have not been supported with documentation within one year.~~
4. The ~~Corporation~~ ~~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, ~~within ten (10) days.~~
5. ~~An Employee has the right to Union representation at any discussion or process determining how access needs will be satisfied.~~

Section B. Training

Employees and supervisors may seek guidance from University Disability Resources, ~~or an equivalent body~~, on any issue relating to disabilities and the process for and consideration of accommodations.