



**UNM Staff Council 2018 Resolution #1**

**Name:** Support for Staff with Disabilities

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**Presented to Staff Council on:** March 20, 2018

Action of the Council: **ADOPTED**

1. WHEREAS Title II of the federal landmark legislation, the American Disability Act (ADA) protects qualified individuals with disabilities from discrimination on the basis of disability in services, programs, and activities provided by state and local government entities. Under Title II, public entities are required to complete a Transition Plan and Self-Evaluation to identify physical obstacles that limit accessibility and prioritizes methods to make facilities accessible; and
2. WHEREAS Title III of ADA prohibits discrimination on the basis of disability in the activities of places of public accommodations and requires newly constructed or altered places of public accommodation to comply with ADA Standards; and
3. WHEREAS the UNM Transition Plan and Self-Evaluation of 1992 is out-of-date, having last been updated in 1995; and is located only in hardcopy and piecemeal fashion in various UNM units; and
4. WHEREAS Section 503 of the Rehabilitation Act of 1973 requires employers such as UNM with federal contracts above \$10,000 to take affirmative steps to hire, retain, and promote qualified individuals with disabilities above those required by ADA; and,
5. WHEREAS the University lacks any fund with the specific purpose of addressing accessibility barriers; and
6. WHEREAS employees with disabilities are often hesitant to disclose their disability status and request needed accommodations; and
7. WHEREAS only 2% of UNM Main campus employees and only 1% of UNM North campus employees identify themselves as having a disability (UNM Office of Equal Opportunity, 2018), compared to the Albuquerque Metropolitan Area average of 7% (Department of Labor Disability Employment Tabulation, 2008-2010 [3-year ACS data]);

8. WHEREAS only 48 or 1% of employees have accommodations that are registered with the UNM Office of Equal Opportunity (2018); and
9. WHEREAS the existing OEO training about the Americans with Disabilities Act, while thorough, is a voluntary training intended to be taken once; is not advertised regularly; and has been attended by only about 50 employees since January, 2016; and
10. WHEREAS among the general population, there are often misconceptions about persons with disabilities, especially those with invisible disabilities such as chronic illness, pain or fatigue, or psychiatric disorders; and
11. WHEREAS, the University will benefit from ensuring all members of the UNM community serve in their positions at their full potential;
12. THEREFORE, Staff Council recommends the UNM Administration:

Commit to supporting the Office of Equal Opportunity (OEO) in developing an updated Transition Plan and Self-Evaluation for the University, pursuant to Title II of the Americans with Disabilities Act; and

Support the Office of Equal Opportunity in developing clear and accessible guidelines for members of the UNM community to report issues related to accessibility barriers as part of a concerted effort to update the Self-Evaluation; and

Commit to ensuring that all of its programs and services are also accessible and can be used by the entire UNM Community. As part of this commitment, UNM will ensure that all electronic and information technology products meet the commonly used standards including Section 508 of the Rehabilitation Act when purchasing such items (<https://www.section508.gov>); and

Establish dedicated funds for accommodations where individual units have access to funding for accommodations that are beyond their capacity; and

Support the Office of Equal Opportunity in developing a short multi-media training module that both educates the UNM community regarding persons with disabilities and describes UNM resources and the general UNM processes regarding accommodations requests; and

Ensure this module is electronically accessible at any time from an obvious website location; that the link to the module be provided regularly and/or incorporated into employees' annual mandatory training; and that the link to the module, as well as a short introduction to the topic of accommodations, is provided to employees during orientation training; and

Support Human Resources in incorporating a more detailed training module regarding the accommodations process (the supervisor-employee dialogue as well as accommodations paperwork) in the Employee Life Cycle training required for all new supervisors and at intervals thereafter; and

Ensure disability statistics are included in locations where other measures of diversity are reported, including the UNM Fact Book, UNM Division of Enrollment Management dashboard, and the UNM Informatics Provost dashboard.

13. Copies of this resolution will be sent to the UNM Board of Regents; Garnett Stokes, President of the University; Paul Roth, Chancellor for Health Sciences and Dean of the School of Medicine; Dr. Chaouki Abdallah, Provost and Executive Vice President for Academic Affairs; Lawrence Roybal, Interim Vice President for Equity and Inclusion; Francie Cordova, Director of the Office of Equal Opportunity; and Dorothy T. Anderson, Vice President for Human Resources.