

Frequently Asked Questions Continued...

Are people with AIDS covered by the ADA?

Yes. The legislative history indicates that Congress intended the ADA to protect persons with AIDS and HIV disease from discrimination.

If I am a student at Wayne State University, am I covered by the ADA?

Yes. If you are a student in need of more information on disabilities or academic accommodations at Wayne State University, contact:

Student Disability Services
1600 David Adamany
Undergraduate Library
(313) 577-1851

www.studentdisability.wayne.edu



USEFUL RESOURCES

Report an ADA Barrier at WSU
<http://wayne.edu/accessibility/report-barriers/>

Office of Equal Opportunity
www.oeo.wayne.edu

ADA Homepage
<http://www.ada.gov>

Office of Disability Employment Policy
<http://www.dol.gov/odep>

For Employees with Disabilities:

Request for ADA Accommodation –
Office of Equal Opportunity
313-577-2280

Employee Assistance Program (EAP) –
1-800-448-8326

Disabled Person & U.S. Veteran's
Survey – Office of Equal Opportunity
313-577-2280

ADA Building Accessibility Issues –
313-577-9973

Family and Medical Leave Act (FMLA)
Total Compensation & Wellness
313-577-3717

WAYNE STATE UNIVERSITY

**For Further information,
call or write:**

Office of Equal Opportunity
Wayne State University
656 W. Kirby
Suite 4324 F/AB
Detroit, Michigan 48202
Telephone: (313) 577-2280
Fax: (313) 577-7738

Monday-Friday 8:30-5:00

**DISABILITY
ACCOMMODATIONS
PROGRAM
(ADA COMPLIANCE)**

Are You Protected By The ADA?

The Americans with Disabilities Act (ADA) gives civil rights protection to individuals with disabilities. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, and government services.

If you are a qualified individual with a disability, the ADA protects you from discrimination and requires employers to make reasonable accommodations for employees.

What is a Reasonable Accommodation?

Reasonable accommodation is any change or adjustment to a job or work environment that permits a qualified applicant or employee with a disability to participate in the job application process, to perform, the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities.

Frequently Asked Questions

Should I tell my employer that I have a disability?

If you think you will need a reasonable accommodation in order to participate in the application process or to perform essential job functions, you should inform the employer that an accommodation will be needed. Employers are required to provide reasonable accommodations only for the physical or mental limitations of a qualified individual with a disability of which they are aware.

How long does it take to receive a reasonable accommodation from the University?

To be recognized as an individual with a disability, you must self-identify that you have a disability and need an accommodation. To ensure the provision of reasonable and appropriate services, you must contact the appropriate office related to your University status (faculty, staff, or student), and present current documentation of disability to the appropriate office (this may include medical information and documentation). Once that office receives all required documentation, you will be contacted within one to two weeks. The University will provide an appropriate accommodation in a reasonable amount of time. Each accommodation is special and unique to that individual. Therefore, the University responds by providing an accommodation in a reasonable time on a case by case basis. Your request for accommodation and the documentation provided are kept confidential and are not a part of an employee's personnel file or a student's academic record. (See back of this brochure for the appropriate office to contact.)

Do I have to pay for a reasonable accommodation?

No. The ADA requires that the employer provide the accommodation unless to do so would impose an undue hardship on the operation of the employer's business. If the cost of providing the needed accommodation would be an undue hardship, the employee must be given the choice of providing the accommodation or paying for the portion of the accommodation that causes the undue hardship.

Does an employer have to make non-work areas used by employees, such as cafeterias, lounges, or employer-provided transportation accessible to people with disabilities?

Yes. The requirement to provide reasonable accommodation covers all services, programs, and non-work facilities provided by the employer. If making an existing facility accessible would be an undue hardship, the employer must provide a comparable facility that will enable a person with a disability to enjoy benefits and privileges of employment similar to those enjoyed by other employees, unless to do so would be an undue hardship.

If the health insurance offered by my employer does not cover all the medical expenses related to my disability, does the company have to obtain additional coverage for me?

No. The ADA only requires that an employer provide employees with disabilities equal access to whatever health coverage is offered to other employees.

If an employer has several qualified applicants for a job, is the employer required to select a qualified applicant with a disability over the other applicants without a disability?

No. The ADA does not require that an employer hire an applicant with a disability over other applicants because the person has a disability. The ADA only prohibits discrimination on the basis of a disability. It makes it unlawful to refuse to hire a qualified applicant with a disability because he/she is disabled or because a reasonable accommodation is required.