



# Equal Opportunity and Compliance

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# Accommodations for Applicants, Visitors, Employees and Students



# Employee and Student ADA Accommodations

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1. Requests made to hiring supervisor, HR or EOC. If received by supervisor or HR, refer to EOC. (Employee)
2. Requests made to instructor, school employee, or to ARS. If received by instructor/school employee, refer to ARS. (Student)
3. Processes outlined for employees, religious accommodations, and pregnancy accommodations: [eoc.unc.edu](http://eoc.unc.edu). Student ADA course accommodations: [ars.unc.edu](http://ars.unc.edu)
4. ARS and EOC staff will meet with the individual to understand the nature of the disability and the impact on the course or position



# Employee and Student ADA Accommodations

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5. EOC staff will meet with the supervisor to individual to understand the nature of the position and feasibility of the request (Employee)
6. ARS will meet with instructors, as needed, if an instructor believes the proposed accommodation fundamentally alters the nature of the course or program (Student)
7. ARS and EOC will conduct an on-going analysis and then determine if the accommodation is reasonable
8. Formal notifications will be sent to instructors, supervisors, employees and students





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# Examples of ADA accommodations



# Examples of workplace accommodations

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- Purchasing or modifying equipment or product
- Making the worksite accessible
- Making a website or electronic information accessible
- Modifying a schedule
- Allowing leave
- Job restructuring
- Modifying methods
- Modifying policies
- Providing a service (e.g., readers and interpreters)



# Examples of classroom accommodations

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- Extended time on assessments
- Supplementary notes
- Per assignment extension
- Low distraction or separate setting
- Textbooks and course materials in an accessible electronic format
- Closed captioning
- Limited attendance adjustments
- Assistive technology



# Pregnancy and Religious Accommodations

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- Similar types of classroom accommodations considered as with ADA requests
  - Different legal framework
- Requests for accommodations can be emailed to [accommodations@unc.edu](mailto:accommodations@unc.edu) (Students and Employees)





# EOC Updates

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- Instructor accommodation training
- Updated accommodation policy
  - Procedures
  - Request form
- Report an Access Concern form
- University accessibility efforts



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# Questions?



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

[eoc.unc.edu](http://eoc.unc.edu)

# Resources

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- Equal Opportunity and Compliance Office
  - [Home - UNC-Chapel Hill Equal Opportunity and Compliance Office](#)
  - [reportandresponse@unc.edu](mailto:reportandresponse@unc.edu) – reports of discrimination and harassment under PPDHRM
  - [accommodations@unc.edu](mailto:accommodations@unc.edu) – ADA, pregnancy and religious accommodations
- Job Accommodation Network - JAN
  - <http://askjan.org/>
  - Phone – 800-526-7234
- Accessibility Resources & Service – Student accommodations (minus student employment)
  - [Accessibility Resources & Service \(unc.edu\)](#)
  - Phone – 919-962-8300



# Resources continued

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- Environment, Health and Safety
  - <http://ehs.unc.edu/>
  - Phone – 919-843-3444
- Employee Assistance Program – EAP
  - [Employee Assistance Program \(EAP\) - UNC Human Resources](#)
  - Phone – 877-314-5841
- OHR – Benefits and Leave
  - [Benefits and Leave - UNC Human Resources](#)
  - Phone – 919-843-2300
- Center for Literacy and Disability Studies
  - <http://www.alliedhealth.unc.edu/clds>
  - Phone – 919-966-8566
- UNC Veteran's Resources
  - [Veterans Preference - UNC Human Resources](#)
  - Phone – 919-962-3954

