

**ARTICLE 20
REHABILITATION**

- A.** When appropriate, the University will provide special assistance to NSF's who become disabled when such disabilities substantially limit their work activities. This assistance shall include information about vocational rehabilitation services and reasonable accommodation.
- B.** After receipt of medical documentation from the disabled NSF, the University will determine what assistance, if any, will be offered to the NSF. The University shall consult with the NSF and if so requested, her/his representative. Medical documentation provided by the NSF shall be subject to confirmation by a University-appointed medical practitioner. When feasible, the University will present the NSF with a list of authorized medical practitioners from which the NSF may select one. The University shall pay the cost of the services of a University-appointed medical practitioner.
- C.** NSF's who become disabled and who have received vocational rehabilitation services may be selected, if determined by the University to be qualified, for a University position without the requirement that the position be advertised/ searched as long as this selection does not conflict with any MOU or University policy in effect at the time. NSF's who are determined by the University to be not qualified for a vacant position will be provided with a statement outlining the qualifications the NSF lacks. This provision shall not extend beyond the ending date of an appointment.
- D.** No provision of this Article is intended to waive any rights of the NSF under state and federal statutes.