

**ARTICLE 33
REASONABLE ACCOMMODATION**

A. GENERAL PROVISIONS

1. The University provides reasonable accommodation to otherwise qualified employees who become disabled and need assistance to perform the essential functions of their positions.
2. After receipt of medical documentation from a qualified employee with a disability, and after consultation with the employee, the University will determine what assistance will be offered to the employee. This assistance shall include information about vocational rehabilitation services. The findings in the medical documentation provided by the employee may be subject to confirmation by a University-appointed physician. The University shall pay the cost of a University appointed physician.

B. SPECIAL SELECTION FOR OTHER POSITIONS

A non-probationary career employee who becomes disabled and who has received vocational rehabilitation services may be selected for a position without the requirement that the position be publicized.

C. TRIAL EMPLOYMENT

When recommended by a vocational rehabilitation counselor and approved by the appropriate University official, a non-probationary career employee who becomes a qualified employee with a disability may be offered temporary trial employment to evaluate the employee's interests and abilities. The length of this trial employment, which shall not exceed one year, shall be determined by the counselor in consultation with the employing department/division head. Positions used for trial employment shall not be designated as career positions, except that an employee shall maintain benefits to the extent permitted by benefit plan rules.