

ARTICLE 31 Reasonable Accommodation

A. The University will provide reasonable accommodation to qualified employees with disabilities, subject to defenses available under applicable law, when such disabilities limit their ability to perform the essential functions of their jobs. This section shall not be construed as a guarantee of a specific form of accommodation nor shall accommodation in one case establish a precedent for similar or dissimilar circumstances, since all accommodations will be designed specific to the functional abilities of the employee in coordination with the requirements of the job.

B. Vocational Rehabilitation

Vocational Rehabilitation services are available to an employee who becomes disabled.

C. Reasonable Accommodation

1. The Human Resources Director shall assure that the position held at the onset of the illness or injury, if still available, is analyzed to identify essential functions (critical and important tasks) and conditions of the work environment to aid in determining if reasonable accommodations can be made for the disability. If necessary, a similar analysis for accommodation shall be conducted of other open positions for which the employee has applied and is otherwise qualified.

2. The employee is responsible for providing medical documentation to assist in understanding the nature of any accommodation to a disability. Such statement shall relate specifically to the job analysis information provided by the Vocational Rehabilitation Counselor and shall be subject to confirmation by a University appointed Physician. The University shall pay the cost of a University appointed Physician.

D. Trial Employment

When recommended by the Vocational Rehabilitation Counselor and approved by the Human Resources Director, a current or former employee with a disability may be offered temporary trial employment to evaluate the employee's interest 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 Head.

Positions used for trial employment shall not be designated as career, except that an employee shall maintain benefits to the extent permitted by benefit plan rules.

E. Special Selection for Other Positions

A regular status 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 when approved by the Human Resources Director.