

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

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**Council Motion:** To endorse the Reasonable Accommodations for Employees and Applicants policy

**Submitted by:** Policies and Procedures Committee  
March 21, 2019

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**Whereas:** Iowa State University's Policy Library Advisory Committee recently published for public comment a Reasonable Accommodations for Employees and Applicants policy.

**Whereas:** The Policies and Procedures Committee has reviewed the draft policy.

**Whereas:** The draft policy formalizes an existing process for all persons employed by Iowa State University.

**Whereas:** The draft policy explains the University's administration and facilitation of the interactive process to identify reasonable accommodations.

**Whereas:** Iowa State University is committed to creating an inclusive environment for employees, and recognizes disability as a valued component of diversity.

**Whereas:** It is the policy of Iowa State University to provide reasonable accommodations for qualified individuals with disabilities who are current employees of ISU or applicants for employment.

**Whereas:** Iowa State University is compliant with state and federal law.

**Whereas:** The Committee recommends that the University add language to the draft policy which states that regular communication with the employee or applicant is part of accommodation process.

**Whereas:** The Committee recommends that the Council endorse the draft policy.

**It is moved:** That the Professional and Scientific Council endorses the adoption of the Reasonable Accommodations for Employees and Applicants policy.

**Distribution:**

Wendy Wintersteen, University President  
Jonathan Wickert, Senior Vice President and Provost  
Martino Harmon, Senior Vice President for Student Affairs  
Pam Cain, Interim Senior Vice President for University Services  
Kristi Darr, Interim Vice President, University Human Resources  
Edward Holland, Director, University Human Resources  
The Policy Library Advisory Committee