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

Submitted by: Policies and Procedures Committee
March 21, 2019

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.