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Accessibility at UConn

Accommodations for Individuals with Disabilities

What are the University Policies Related to Disability?

The Policy Statement on People with Disabilities, the Policy Against Discrimination, Harassment, and Related Interpersonal Violence, the ICT Accessibility Policy, the Animals on Campus Policy, Providing Information in Alternate Format, and Non-Discrimination Policy Statements for Publications and Accessibility Statements for University Events. Further information on University disability-related policies is available at accessibility.uconn.edu/policies.

How do I Report an Accessibility Issue or Barrier?

UConn strives to ensure physical, electronic, and programmatic access for people with disabilities. If you have an accessibility concern on any UConn campus, complete an Accessibility Issue Form through accessibility.uconn.edu or contact the ADA Coordinator / Office of Institutional Equity at 860-486-2943 or equity@uconn.edu.

Where Can I Find More Information?

Additional information regarding UConn policies, campus access, sign language interpreting, event planning, accessible parking and transportation, website accessibility, and faculty resources is available at accessibility.uconn.edu.

UConn's Commitment to Accessibility

The University of Connecticut is committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. It is the University's policy that no qualified person be excluded from consideration for employment, participation in any University program or activity, be denied the benefits of any University program or activity, or otherwise be subjected to unlawful discrimination with regard to any University program or activity. This policy derives from the University's commitment to nondiscrimination for all persons in employment, academic programs, and access to facilities, programs, activities, and services.

Achieving full participation and integration of people with disabilities requires the cooperative efforts of the entire University community. To this end, the University will continue to strive to achieve excellence in its services and to assure that its services are delivered equitably and efficiently to all of its members.

ADA Coordinator / Section 504 Coordinator
860-486-2943 | equity@uconn.edu

Storrs and Regionals
241 Glenbrook Road
Wood Hall
Storrs, CT 06269-4175
860-486-2943

UConn Health
16 Munson Road
Farmington, CT 06030-5310
860-679-3563

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Office of Institutional Equity
WOOD HALL, FIRST FLOOR
GLENBROOK ROAD, UNIT 4175
STORRS, CT 06269
860-486-2943

What are the ADA and Section 504?

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973 are federal civil rights laws that prohibit discrimination against individuals with disabilities. No qualified person with a disability should be denied access to, participation in, or the benefits of, any program or activity operated by UConn because of a disability.

What is an Accommodation?

In general, an accommodation is a modification or adjustment to a program, policy or procedure that helps to provide equal access for individuals with disabilities. Employees, students and visitors with disabilities may request an accommodation to fully participate in a UConn program, activity or service.

Who is Responsible to Provide an Accommodation?

Providing an accommodation for an individual with a disability is often a shared responsibility. In general, Human Resources is responsible for processing employee requests; the Center for Students with Disabilities (CSD) processes student requests; and OIE assists departments in ensuring access for guests and visitors.

Student Accommodations

The Center for Students with Disabilities (CSD) is vested by the University with the authority to engage in an interactive process with students seeking accommodations and to determine appropriate accommodations on an individualized, case-by-case, class-by-class basis. Students seeking an accommodation should contact CSD.

Center for Students with Disabilities (CSD)
860-486-2020 (Voice)
860-553-3243 (Videophone)
csd@uconn.edu | csd.uconn.edu
Wilbur Cross Building, Room 204
8am-5pm Monday-Friday

Students at UConn Health should contact the UConn Health ADA Case Manager at Human Resources at 860-679-2426 or donofrio@uchc.edu.

Key Reminders for Teaching Professionals

- Teaching Professionals should not provide academic accommodations to a student without receiving notification from the CSD identifying the approved accommodation(s).

- Teaching Professionals, including teaching assistants, may not refuse to provide accommodations approved by the CSD.

- If a Teaching Professional believes that an approved accommodation is a fundamental alteration of the class objectives or program technical standards, the Teaching Professional should contact the student's Disability Service Professional (DSP) at the CSD immediately.

- Conversations with a student regarding accommodations should be conducted with discretion and in private. Teaching Professionals should refrain from referring to a student's disability or accommodations in class or in front of others.

Employee Accommodations

The ADA Case Manager with the Department of Human Resources (HR) processes and facilitates requests for workplace accommodations. Employees seeking a workplace accommodation should contact HR.

Employee Accommodations Process

1. Employees seeking a workplace accommodation should contact the ADA Case Manager at HR. Managers should refer employees to the ADA Case Manager for any inquiries or requests regarding workplace accommodations.

2. Employees seeking an accommodation may need to provide medical information to support the request.

3. The ADA Case Manager will have a discussion with the employee and review medical documents, the essential job functions, and the specific facts of each request.

4. The ADA Case Manager facilitates a discussion with the employee's manager to determine what accommodations may be reasonable.

5. The ADA Case Manager assists in determining whether an agreement regarding specific accommodations can be reached.

6. As a result of the interactive process, the ADA Case Manager will communicate to both the employee and the manager the steps taken to provide any mutually agreed-upon accommodation.

Human Resources (Storrs and Regionals)
Ryan Bangham, ADA Case Manager
860-486-2036 | ryan.bangham@uconn.edu
hr.uconn.edu/ada-compliance
Allyn Larabee Brown Building
8am-5pm Monday-Friday

Human Resources (UConn Health)
Kristin Donofrio, ADA Case Manager
860-679-2426 | donofrio@uchc.edu
health.uconn.edu/human-resources
16 Munson Road
8am-5pm Monday-Friday

Visitor Accommodations

The Office of Institutional Equity (OIE) can assist UConn departments to ensure equal access for visitors with disabilities. Visitors seeking an accommodation are encouraged to contact the department hosting the event/program/activity prior to arrival. Visitors with disabilities may also contact OIE for further information or assistance.

Office of Institutional Equity (OIE)
860-486-2943 (Storrs and Regionals)
860-679-3563 (UConn Health)
equity@uconn.edu | equity.uconn.edu
Wood Hall (Storrs); 16 Munson Road (UConn Health)
8am-5pm Monday-Friday

Key Reminders for Event Planners

- Event planners have a responsibility to ensure accessibility for participants or attendees with disabilities.
- Respond to accommodation requests quickly. The option preferred by the participant may be given primary consideration but effective alternatives may be considered
- An accessibility statement should be provided in all publications (printed or digital) that describe or invite participation in a UConn-sponsored event or activity.
- The accessibility statement should include an event contact email, phone number and a timeframe to request accommodations.

Accessibility Statement:
If you require an accommodation to participate in this event, please contact (Department/ Name) at (telephone and email) by (Date: at least 5 days in advance suggested).

Interpreting Services

Individuals seeking communication access via sign language interpreters, captioning, and other auxiliary aids should contact UConn Interpreting Services (UCIS). Requests can be made directly at ucis.uconn.edu/request.

UCIS
860-486-2020 (Voice); 860-553-3243 (Videophone)
ucis@uconn.edu | ucis.uconn.edu
Wilbur Cross Building, Room 204
8am-5pm Monday-Friday

Other Policies to Know

Animals on Campus Policy
UConn welcomes the presence of animals assisting people with disabilities on its campuses. The Animals on Campus Policy provides the rules concerning individuals bringing animals on University property. Such rules include when the task or work a service animal provides is not obvious, staff may ask only two questions:
1. Is the animal required because of a disability?
2. What work or task has the animal been trained to do? Any questions pertaining to the Animals on Campus Policy may be addressed to the Office of Institutional Equity.

Providing Information in Alternate Formats
UConn requires materials be made available in alternate formats upon request for people with disabilities. Alternate formats may include large print, Brailled material, transcriptions, electronic text or audio recordings.

Providing alternate formats is a departmental and/or program responsibility. Normal budgetary channels should be accessed in order to fulfill requests in a timely fashion.

Website Accessibility
As part of the ICT Accessibility Policy, all University administrators, faculty, staff, students and those who maintain externally facing University websites have a responsibility to make their website(s) accessible to people with disabilities.

Contact the IT Accessibility Coordinator for assistance at 860-486-9193 or ITAccessibility@uconn.edu. Further information regarding IT accessibility is available at accessibility.its.uconn.edu.